

Complaint Mechanism Accessibility Statement

e-Brainstorm Technology is committed to ensuring that all individuals, including employees, partners, suppliers, and any other stakeholders, have access to a fair and transparent mechanism for raising concerns or complaints related to human rights.

Our Commitment:

We provide a formal internal complaint mechanism that is easily accessible, confidential, and responsive. This mechanism allows individuals to report human rights violations, including discrimination, forced labor, unsafe working conditions, or other unethical practices, without fear of retaliation.

Accessibility:

- The complaint mechanism is publicly accessible via our website at: https://e-brainstormtech.com/human_rights_policy.php
- Reports can be submitted through our secure contact form located on this page.
- Anonymous submissions are allowed to encourage openness and reduce fear of retaliation.
- We accept reports from all potentially affected parties, including employees, contractors, partners, suppliers, and local communities.

Procedures:

1. Upon receiving a complaint, we will acknowledge receipt within 3 business days.
2. An internal investigation will be conducted promptly and fairly.
3. Remedial actions will be taken if violations are found.
4. Updates on the resolution process may be shared with the reporting party, where appropriate.

Confidentiality & Non-Retaliation:

We treat all complaints with the utmost confidentiality. Retaliation against individuals who report in good faith is strictly prohibited.

Continuous Improvement:

We regularly review and improve our complaint mechanism to ensure it meets best practices and remains effective and accessible to all stakeholders.