

# AI SOLUTIONS TECHNOLOGIES

## 1. Introduction & Company Information Policy

### Purpose

This policy introduces employees to the organization's mission, values, and fundamental expectations. It ensures every employee understands the company's purpose, culture, and legal commitments from the start.

### Company Overview

The company operates with a commitment to professionalism, ethical conduct, and respect for all individuals. Our mission is to deliver high-quality products and services while fostering a culture built on integrity, teamwork, and continuous improvement. Our core values—respect, accountability, innovation, transparency, and excellence—guide all business decisions and day-to-day interactions.

### Scope

This policy applies to all employees, contractors, interns, and consultants representing the company in any capacity.

### Equal Opportunity Statement

The company is an equal opportunity employer. Employment decisions are based solely on qualifications, performance, and business need. We prohibit discrimination based on race, gender, religion, marital status, disability, veteran status, age, sexual orientation, or any other status protected by applicable law.

### Code of Conduct Expectation

Employees are expected to uphold ethical behavior, comply with laws and regulations, and conduct themselves in a manner that reflects positively on the organization. Employees are responsible for reviewing and complying with all company policies outlined in this manual.

### Updates & Ownership

Policies may be updated periodically to reflect regulatory changes or business needs. Employees will be notified when updates occur and are expected to review changes promptly. HR maintains ownership of this document and is the point of contact for all related inquiries.

## 2. Employment Policies

### Purpose

This policy outlines the company's employment standards, including hiring, classification, working hours, attendance, and performance expectations.

### Hiring & Onboarding

The company follows a structured and fair hiring process, ensuring candidates are selected based on skill, merit, and organizational fit. All new employees must complete onboarding tasks, including documentation, training, and acknowledgment of company policies.

### Employment Classification

Employees are categorized as full-time, part-time, temporary, or contract. Classification determines eligibility for benefits, work schedules, and payroll practices. Any changes to employment classification must be approved by HR.

#### Probation Period

All new employees may be subject to a probationary period during which performance and suitability for the role are evaluated. Employment may be discontinued during this period if standards are not met.

#### Work Hours & Attendance

Employees are expected to follow established working hours and maintain regular attendance. Absences, tardiness, or schedule changes must be communicated to supervisors promptly. Timekeeping records must be accurate and truthful.

#### Remote or Flexible Work

Remote or flexible work arrangements may be permitted at management discretion and must comply with productivity, communication, and security standards.

#### Performance Reviews

Employees will be evaluated periodically based on job performance, goal achievement, and adherence to company values. Performance reviews may influence compensation, promotions, or training opportunities.

### 3. Compensation & Benefits Policy

#### Purpose

This policy explains how employees are compensated and defines the benefits available based on employment classification.

#### Salary & Pay Schedule

Employees receive compensation according to their role, experience, and market standards. Pay is issued on a scheduled basis. Employees must report errors in payroll immediately for correction.

#### Overtime

Where applicable by law, non-exempt employees are eligible for overtime compensation for hours worked beyond the standard workweek. Overtime must be approved in advance by supervisors.

#### Bonuses & Incentives

The company may offer performance-based bonuses or incentives. These are not guaranteed and are awarded at management discretion based on business results and individual contribution.

#### Leave Policies

Employees may be eligible for paid time off, sick leave, parental leave, bereavement leave, or other statutory leaves. All leave requests must follow internal procedures and may require documentation.

#### Health Benefits

Eligible employees may receive health insurance, wellness benefits, or other offerings as defined in the company's benefits package. Enrollment must be completed within established timelines.

#### Expense Reimbursement

Employees may be reimbursed for business-related expenses when approved in advance. Receipts and documentation must be submitted in accordance with company guidelines.

### 4. Workplace Conduct & Behavior Policy

#### Purpose

This policy defines professional behavior expectations to ensure a respectful, safe, and productive workplace.

#### Professionalism

Employees must conduct themselves with courtesy, respect, and professionalism. Behavior that disrupts the work environment or damages team cohesion is prohibited.

#### Code of Ethics

All employees must uphold integrity, honesty, and compliance with laws and industry regulations. Conflicts of interest must be disclosed to HR or management immediately.

#### Anti-Harassment & Anti-Bullying

Harassment, discrimination, and bullying are strictly prohibited. Employees experiencing or witnessing inappropriate conduct must report it immediately to HR or management. Retaliation against individuals who report concerns is forbidden.

#### Dress Code

Employees should dress appropriately for their role and represent the company in a professional manner. Safety gear must be worn where required.

#### Use of Company Property

Company equipment—such as computers, phones, and tools—must be used responsibly and only for authorized business purposes. Misuse of company assets may result in disciplinary action.

### 5. IT, Security & Data Protection Policy

#### Purpose

This policy outlines expectations for responsible use of technology and protection of company information.

#### Acceptable Use

Company devices, networks, and systems must be used primarily for business. Unauthorized software installation, misuse of company bandwidth, or accessing inappropriate content is prohibited.

#### Cybersecurity Requirements

Employees must use strong passwords, follow authentication procedures, and report suspicious digital activity immediately. Confidential data must never be shared with unauthorized individuals.

#### Data Privacy

Employees are responsible for safeguarding sensitive customer, employee, and company data. All data handling must comply with applicable privacy laws and internal protocols.

#### Email & Communication Systems

Company email, messaging tools, and communication platforms must be used professionally. Sensitive information should be shared only through approved secure channels.

#### Bring-Your-Own-Device (BYOD)

Employees using personal devices for work must comply with security standards, including password protection, encryption, and the ability to wipe data if necessary.

### 6. Health, Safety & Environment Policy

#### Purpose

This policy ensures a safe and healthy workplace environment for all employees.

#### Workplace Safety Standards

Employees must follow all safety rules, signage, and instructions provided during training. Equipment should only be used by trained personnel.

#### Incident Reporting

All accidents, injuries, or hazards must be reported immediately, regardless of severity. The company will investigate incidents and take corrective action.

#### Emergency Procedures

Employees must familiarize themselves with evacuation routes, emergency contacts, and procedures for fire, medical, or environmental emergencies.

#### Ergonomics & Workplace Comfort

The company encourages proper ergonomic practices to prevent strain or injury. Employees should request ergonomic assessments or equipment when needed.

#### Environmental Responsibility

Employees are expected to conserve resources, reduce waste, and follow environmental guidelines related to their role.

### 7. Disciplinary & Grievance Policy

#### Purpose

This policy outlines how misconduct is addressed and how employees may raise concerns.

#### Disciplinary Standards

Misconduct may include policy violations, harassment, insubordination, theft, or unsafe behavior. Depending on severity, the company may issue verbal warnings, written warnings, suspension, or termination.

#### Fair Process

All disciplinary actions will be conducted fairly and professionally. Employees will be informed of concerns and provided an opportunity to respond.

#### Grievance Procedure

Employees may raise concerns regarding workplace issues, harassment, or unfair treatment. Complaints should be submitted to HR or management. The company will investigate all grievances promptly and confidentially.

#### Anti-Retaliation

Employees who file complaints in good faith are protected from retaliation.

### 8. Company Operations & Administrative Policy

#### Purpose

This policy governs procedures related to operations, travel, procurement, confidentiality, and other administrative matters.

#### Travel & Expenses

Employees traveling for business must adhere to booking guidelines, cost-saving practices, and documentation requirements. Reimbursements must include receipts and follow approval workflows.

#### Procurement

Employees involved in purchasing must follow approved vendor lists, contract guidelines, and authorization procedures. Conflicts of interest must be disclosed.

#### Record-Keeping

Employees must maintain accurate and complete documentation related to their work. Records must be stored securely and retained according to company requirements.

#### Confidentiality & Non-Disclosure

Sensitive information—including financial data, intellectual property, and customer information—must be protected and never shared without authorization.

#### Conflict of Interest

Employees must avoid personal or financial interests that conflict with company duties. Relationships or situations that may create conflict must be reported immediately.

### 9. Exit & Termination Policy

#### Purpose

This policy describes procedures related to resignation, termination, and offboarding.

#### Resignation Process

Employees resigning must provide written notice within the required notice period. HR will confirm the final working day and initiate offboarding procedures.

#### Termination

Employment may be terminated due to performance issues, misconduct, policy violations, or business needs. Termination decisions will follow fair process and applicable laws.

#### Return of Company Property

Employees must return all company assets—including devices, keys, documents, and ID badges—before their last day.

#### Final Pay & Benefits

Final compensation will include all owed wages and accrued benefits as required by law. HR will provide information regarding continuation or cessation of benefits.

#### Exit Interview

Departing employees may be asked to participate in an exit interview to provide feedback and ensure a smooth transition.

### 10. Romantic or Personal Relationships Policy (Chain of Command Restriction)

#### Purpose

This policy prevents conflicts of interest, favoritism, and power imbalance arising from romantic or intimate relationships within the workplace.

#### Prohibited Relationships

Employees are strictly prohibited from engaging in romantic, intimate, or sexual relationships with individuals directly within their chain of command. This includes any person who supervises them or anyone they supervise, whether directly or indirectly.

#### Permitted Relationships (With Disclosure)

Romantic relationships between employees who are not in a supervisor-subordinate relationship are allowed; however, both parties must notify Human Resources immediately once the relationship begins or becomes known.

#### HR Review & Adjustments

Upon disclosure, HR may assess potential conflicts of interest and take appropriate steps, such as reassigning roles or adjusting reporting lines, to ensure fairness and prevent bias.

#### Confidentiality

All disclosures will be handled professionally and with discretion. Only individuals with a need to know will be informed.

#### Non-Compliance

Failure to disclose a relationship or engaging in a prohibited relationship may result in disciplinary action, including termination.