

HUMAN RIGHTS POLICY



What is this policy for?

We are committed to upholding the fundamental human rights of all individuals, including our employees, customers, suppliers and other stakeholders. We believe that every person has the right to be treated with dignity, respect, and fairness, regardless of their race, gender, age, disability, religion, sexual orientation or other characteristics.

Who is this policy for?

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, contractors, external consultants, suppliers, and business partners.

Our Commitment

We will not tolerate any discrimination, harassment, or abuse of human rights in our operations or supply chain. We will work to prevent and address any violations of human rights that occur and will take appropriate action to remediate any harm caused.

As part of our commitment to human rights, we will:

1. **Respect human rights:** We will respect the human rights of all individuals, including our employees, customers, suppliers, and other stakeholders, and will ensure that our business practices do not infringe upon those rights.
2. **Prevent discrimination:** We will not discriminate against any individual or group based on their race, gender, age, disability, religion, sexual orientation, or other characteristics. We will provide equal opportunities for employment, promotion, and training, and will ensure that our policies and practices are inclusive and non-discriminatory.
3. **Address harassment and abuse:** We will not tolerate any form of harassment or abuse, including sexual harassment, bullying, or violence, and will take action to prevent and address such behaviour.
4. **Protect privacy and data security:** We will respect the privacy and data security of all individuals and will comply with relevant data protection laws and regulations.
5. **Ensure fair labour practices:** We will ensure that our employment practices are fair, including providing safe and healthy working conditions, fair wages and benefits, and reasonable working hours.
6. **Respect cultural diversity:** We will respect and value cultural diversity and will work to promote understanding and respect for different cultures and traditions.
7. **Monitor and report on human rights:** We will monitor our operations and supply chain for compliance with this policy and relevant laws and regulations, and will report on our progress in addressing human rights issues.

By adopting this human rights policy, we are demonstrating our commitment to upholding the fundamental human rights of all individuals, and to promoting a culture of respect, dignity, and fairness within our organization and throughout our supply chain.

Reporting

We encourage employees to speak up without retribution, about any concerns they may have through our existing grievance procedure. No retaliatory action will be taken against employees for raising concerns under this policy as we are committed to investigating, addressing and responding to the concerns of our employees. If necessary we will take appropriate corrective action in response to any violation of human rights.

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Other stakeholders are encouraged to express their concerns to their contact at the Company.

Review

We commit to periodically reviewing this policy in order to continually improve labour standards within the workplace. We shall take into consideration: changes in legislation, legal advice as necessary and any other requirements to which the Company subscribes, to ensure the adequacy, suitability and continuing effectiveness of this policy.

Our Governance

Our work in this area is overseen by the Managing Director supported by the Managers of each area of the business and the HR Consultant. This ensures that every part of our business is clear about the responsibility to respect human rights.