

LABOUR STANDARDS POLICY



What is this policy for?

Our organisation is committed to upholding the highest labour standards and promoting fair and ethical employment practices. We believe that all employees, regardless of their role or location, have the right to be treated with dignity, respect, and fairness, and to work in safe and healthy environments.

Who is this policy for?

This policy applies to all of our employees, contractors, agency staff and anyone engaged to work for us, whether by direct contract with us or otherwise.

Our Commitment

As part of our commitment to labour standards we will:

Comply with all applicable laws and regulations related to employment

We will comply with all local and national laws and regulations related to employment, including those related to minimum wages, working hours, overtime, leave entitlements, and workplace safety.

Ensure fair and equal treatment

We will provide fair and equal treatment to all employees, regardless of their race, gender, age, disability, religion, sexual orientation, or other characteristics. We will not tolerate any form of discrimination, harassment, or retaliation.

Promote health and safety

We will provide a safe and healthy working environment for all employees, and will take all necessary measures to prevent accidents, injuries, and occupational diseases. We will provide training and resources to employees to ensure their safety and health.

Protect freedom of association and collective bargaining

We recognize the rights of employees to form and join trade unions or other representative organizations, and to bargain collectively. We will not discriminate against employees based on their union membership or activities.

Ensure fair compensation and benefits

We will provide fair and competitive compensation and benefits packages, including wages, bonuses, social benefits, and pension plans, in compliance with local laws and industry standards.

Promote training and development

We will provide training and development opportunities for all employees, to help them grow their skills and advance their careers.

Monitor and report on labour standards

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 labour standards issues.

By adopting this labour standards policy, we are demonstrating our commitment to promoting fair and ethical employment practices and upholding the highest labour standards. We believe that this policy is critical to our long-term success, and to maintaining the trust and loyalty of our employees, customers, and stakeholders.

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

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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 their responsibility under this policy.