

OUR COMMITMENT TO HUMAN RIGHTS AND FUNDAMENTAL RIGHTS AT WORK

POLICY STATEMENT

We are committed to respecting internationally recognised human rights and labour standards, including the fundamental principles and rights at work recognised by the International Labour Organization. We seek to conduct our business in a way that respects the dignity, safety and rights of our employees, workers and those affected by our operations.

The fundamental rights set out in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work are:

1. freedom of association and the right to collective bargaining,
2. the elimination of forced or compulsory labour,
3. the abolition of child labour,
4. the elimination of discrimination in the workplace, and
5. the right to a safe and healthy working environment.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

We respect the right of employees and workers to associate freely, to join or not join a trade union or other lawful worker representative body, and to engage in collective bargaining where applicable.

We will not subject individuals to adverse treatment because of lawful trade union membership,

representation activity or participation in collective consultation.

ELIMINATION OF FORCED OR COMPULSORY LABOUR

We do not tolerate forced, trafficked or compulsory labour in any part of our business.

We have an anti-slavery and human trafficking policy which sets out our responsibility, and the responsibility of those who work for us, to identify and report concerns regarding modern slavery and human trafficking. This policy sets out how those who work for us can raise concerns, and our commitment to ensuring that anyone who raises genuine concerns is supported.

We have designed our induction process to ensure that all our staff have the right to work, and we ensure that all workers are paid at least the National Minimum Wage.

EFFECTIVE ABOLITION OF CHILD LABOUR

We do not tolerate child labour.

We will only employ young people where it is lawful to do so, and our recruitment procedures are designed to ensure that we verify the age of our workers.

Where we employ young workers, we will comply with all statutory requirements, as set out in our young worker policy.

This includes ensuring that young workers receive adequate rest, are paid at least the National Minimum Wage, and are able to work in an appropriate and safe environment.

ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

We committed to providing equal opportunities and to treating employees, workers, applicants, contractors and other individuals with dignity and respect.

We will not tolerate unlawful discrimination, harassment, victimisation or bullying in recruitment, pay, promotion, training, working conditions, termination or any other aspect of employment.

Our commitment to eliminating discrimination at work is set out in our equal opportunities, anti-harassment & bullying and sexual harassment policies. Our whistleblowing policy details how individuals can raise concerns about discrimination without being subject to adverse treatment. All employees are required to comply with these policies, and all managers are responsible for ensuring these policies are upheld.

SAFE AND HEALTHY WORKING ENVIRONMENT

We are committed to providing a safe and healthy working environment in line with all applicable health and safety legislation.

As part of this commitment

- a) we have a health and safety policy, approved by our senior management.

- b) we carry out workplace risk assessments, promote safe systems of work and maintain accident reporting procedures.
- c) all new staff are trained in health and safety and manual handling. Workers are provided with role-specific training where required.
- d) we are audited annually by external health and safety specialists.
- e) employees will be risk-assessed and referred to external providers to assess their fitness for work where appropriate.
- f) all incidents are investigated and reported. Corrective action will be taken where necessary.
- g) we have appropriate first aid, fire safety and lone working protocols in place.