



## Human Rights Policy

### 1. About this Policy

1.1 We are committed to respecting the human rights and dignity of individuals within our company, supply chain, and communities where we do business.

### 2. Our commitment

2.1 In accordance with relevant laws and regulations, we are committed to the following:

2.1.1 We treat people with respect and dignity.

2.1.2 We strive for and foster a workplace free of harassment and discrimination.

2.1.3 We strive for inclusion and promote diversity in the workplace.

2.1.4 We prohibit forced, bonded, trafficked and child labour.

2.1.5 We recruit ethically.

2.1.6 We provide fair wages and benefits.

2.1.7 We promote and protect health and safety in the workplace.

2.1.8 We prohibit practices that impede the possession of or unrestricted access to personal identification documents.

2.1.9 We recognise the freedom of workers to associate or not associate with a trade union, and to collectively bargain when represented by a legally recognised trade union.

2.1.10 We conduct due diligence to avoid complicity in human rights abuses, and we seek to avoid causing or contributing to adverse human rights impacts through our own activities and business relationships.

### 3. Our Activities

3.1 We strive to provide and/or cooperate in the provision of effective remedy when adverse human rights impacts occur as a result of our activities. We operate in a spirit of continuous improvement and are committed to increasing our capacity to identify and respond to concerns.

3.2 We expect our suppliers to comply with contractual requirements and to respect human rights in a manner consistent with this Policy within their operations and supply chains, or such higher standards as required by law or contract.

3.3 We encourage our employees and suppliers to speak up, without retribution, about any concerns. We will not tolerate retaliation against any workers, suppliers, or others for having reported suspected violations of this Policy.

### 4. Breach of this policy

4.1 Employees, workers and suppliers are encouraged to report any suspected breaches of this Policy to a Director.

4.2 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

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4.3 We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Signed: 

Name: James Pogson.

Position: Director.

Date: 8<sup>th</sup> March 2022

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