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| <b>Prepared by</b> | P Hill              | <b>Last reviewed</b> | 14.10.2025 |
| <b>Reviewed by</b> | Vicky Boiten-Lee    | <b>Circulated</b>    | 14.10.2025 |

## Policy statement

We are committed to upholding and promoting human rights in all aspects of our operations, in accordance with UK law. In addition to UK law, we are guided by recognised international frameworks such as:

- The Universal Declaration of Human Rights.
- The International Labour Organization (ILO) Conventions.
- The UN Guiding Principles on Business and Human Rights.

## Raising Awareness and Advocacy

We will:

- Where deemed necessary, provide training to specific employees on human rights, equality, and ethical conduct.
- Promote a culture of respect and inclusion, encouraging open dialogue and feedback.

## Risk Analysis and Prevention

We will:

- Consider potential human rights impacts within our operations when developing projects.
- Evaluate risks related to working conditions, discrimination, harassment, and forced or child labour.

## Anti-Harassment and Anti-Discrimination

We maintain a zero-tolerance policy toward:

- Sexual and moral harassment.

- Discrimination based on race, gender, age, religion, disability, sexual orientation, or any other protected characteristic.

We shall:

- Provide clear and confidential reporting channels.
- Provide prompt and impartial investigations.
- Execute disciplinary measures, up to and including termination, for violations.

## **Internal Remediation and Accountability**

If human rights violations are suspected within our company:

- We will immediately investigate suspected violations, take appropriate corrective action and provide support to affected individuals.
- We will implement remediation plans and monitor their effectiveness.
- We will maintain transparency in our response and share learnings to prevent recurrence.

## **Governance and Review**

The Executive Team oversee policy implementation. This policy will be reviewed regularly or in response to significant changes in law or operations.

## **Reporting and Transparency**

We encourage employees and stakeholders to report concerns without fear of retaliation, even if their concerns are not later substantiated. Reports can be made via:

- Line manager.
- Any member of the executive staff.
- Any member of the board.

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