

1. Introduction

Respect for human rights is fundamental to the Company's business and we are committed to ensuring that people are treated with dignity and respect. The Company have a variety of policies and practices in place to ensure adherence within the business.

The Company respects human rights and is committed to preventing any adverse human rights impacts, which it identifies or becomes made aware of, resulting from its' business activities.

2. Equality and Diversity

The Company values the diversity of the people with whom we work. We are committed to equal opportunity and intolerance of discrimination and harassment.

We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law.

The basis for recruitment, hiring, placement, training, compensation and advancement at the Company is qualifications, performance, skills and experience. Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind.

The Company has a detailed equal opportunities policy in place to itemise the key areas that staff members and managers can be made aware of, especially in instances where associated concerns wish to be raised.

3. Freedom of Association

The Company respects our employees' right to join or not to join a trade union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to constructive discussions with such representatives.

4. Safe and Healthy Workplace

The Company provides a safe and healthy workplace and complies with applicable safety and health laws, regulations and internal requirements.

We are dedicated to maintaining a productive workplace by minimising the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues, including medical conditions affecting staff within the workplace.

5. Workplace Security

The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Where staff wish to voice concerns, the company provides a forum (either informally or formally) to discuss their grievances with a Line Manager or Company Director, without fear of reprisal. This is also extended to matters falling under the issue of harassment (in relation to defined protected characteristics).

Where staff members wish to raise / escalate their concerns about workplace practices / conduct, they are able to do so via the guidelines itemised in the Grievance Policy.

SIGNED:



DATE: 06.12.2022

RAVI NIJJAR
DIRECTOR