

## Labour Standards Policy



## **Policy Statement**

The Company acknowledges its obligations towards employees, stakeholders and the communities in which it works, and has outlined below its policy in relation to labour standards.

As a minimum the Company commit to the following, that are based on every working person having a minimum charter of rights in their workplace, but the Company are constantly reviewing and refining their business practices to reflect the core values:

1. Child Labour – the Company does not and will not engage in or support the use of child labour directly or indirectly through its supply chains.
2. Forced or Compulsory Labour - the Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.
3. Health and Safety – the Company shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injuries.
4. Freedom of Association – the Company will comply with its obligations in respect of labour relations legislation.
5. Discrimination – the Company shall not engage in or support any discriminatory practices and these are more specifically detailed within the Company's Equal Opportunities policy.
6. Disciplinary Practices – the Company shall treat all employees fairly and it's disciplinary and grievance procedures are set out with the Disciplinary and Grievance policy.
7. Working Hours – the Company shall adhere to applicable laws and regulations.
8. Remuneration – the Company shall adhere to all applicable laws and regulations.

The Company also commits to periodically reviewing this policy to continually improve its labour standards within the workplace; taking into consideration changes in legislation and any other requirements to ensure the adequacy, suitability and continuing effectiveness of this policy.