

EDENREACH

HUMAN RIGHTS POLICY

Overview

Edenreach respects and commits to protect everyone's human rights in all fields and aspects of our operations. We are going to ensure that human rights are understood and complied with all areas of our business, including those of suppliers, inside and outside of the UK. We conduct business under the principles set out in the following international standards:

- UN Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- The International Labour Organization's Fundamental Conventions

Scope

This policy applies to all personnel of Edenreach's, including all partners, employees (whether employed on a temporary, fixed term, permanent or part-time basis), workers and contractors. It is expected that suppliers, comply with the law as a minimum and should do their utmost to comply with the principles of this policy.

Enforcement

Please read this policy carefully as it serves to safeguard Edenreach's reputation as well as that of our employees and business partners.

Any violation of this policy could lead to an inquiry by Edenreach (if appropriate), disciplinary action against you, and other enforcement action.

For further information, employees should refer to Edenreach's Disciplinary policy.

Policy

We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

At Edenreach, it is every employee's responsibility to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment.

If any employee believes that someone, either within Edenreach or one of our suppliers or a contractor is violating this Human Rights Policy and/or the law, they are required to report it immediately to their Line Manager, Senior Management, or through the Whistle-blower process. We expect our suppliers and contractors to also have in place procedures which enables their own staff to report any concerns.

We have identified the following main areas of responsibility:

Equality and Diversity: Our commitment is to provide a safe and inclusive working environment where all people are treated fairly and with respect. We require our suppliers and contractors to comply with any local legislation which applies to equality and diversity as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

Freedom of Association and Collective Bargaining: We encourage our employees to exercise the right to join a trade union and as such they are free to join an organisation of their choice to represent them in line with local legislation. Collective Bargaining is enabled for staff and delivered through negotiations with Edenreach's Senior Management. We require our suppliers and contractors to respect their employees' right to freedom of association. If operating in the UK or anywhere else where local rights to collective bargaining exist, we require suppliers and contractors to allow this.

Labour rights: Just working conditions shall be provided for our employees including terms and conditions of employment, remuneration, working hours, resting time, holiday entitlements, maternity/paternity leave and benefits. We shall comply with all applicable legislation. We require our suppliers and contractors to comply with all applicable local legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

Wages: Edenreach shall never pay their employees lower than it is required by law. We also require our suppliers to comply with all applicable legislation or, if there is no applicable local law in the country in which they operate, ensure that their pay will not be less than the average pay within that industry.

Forced Labour (Slavery): Edenreach has a policy of zero-tolerance towards acts of modern slavery which are unlawful and are a violation of fundamental human rights. We require our suppliers and contractors to comply with all applicable local legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

Safe and Healthy Workplace: We are dedicated to upholding high standards for health and safety management, and we strive to consistently enhance our effectiveness while attempting to lower risk. We will abide by all applicable laws and always act by prioritising safety, never putting unnecessary risk on people. We offer appropriate and pertinent training that is designed to create a safe and healthy workplace. We have a specific policy that outlines our dedication as well as the management's and staff's duties (see our Health & Safety Policy). We require that all of our suppliers and contractors follow all applicable laws as well as our behaviours and values in order to help us fulfil our commitment.

Child Labour: Edenreach complies with all relevant legislation regarding the rights of minors. We will never employ young persons under the age of 18 in a hazardous role or at night. We do not tolerate the use of child labour and require that our suppliers do not to use child labour in their operations or supply chain.

If you are having any questions or concerns in regard to this Policy, please don't hesitate to contact our Compliance Officer.

This policy shall be reviewed within two years from the date it has been adopted on.

Name:

Position:

Date:

Signature:

Review date: