

# Human and labour rights policy

HR Wallingford is committed to upholding and promoting human and labour rights. We recognise our responsibility to respect and protect the rights of all individuals, as established in the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Our commitment to the United Nations Global Compact supports this statement, as we pledge to put the Ten Principles into practice whilst delivering against the Sustainable Development Goals.

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The following principles of the UN Global Compact are of consideration for human and labour rights:

## Human rights

**Principle 1:** businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** make sure that they are not complicit in human rights abuses.

## Labour

**Principle 3:** businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation.

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The following Global Compact issues are furthermore material to the business practices of HR Wallingford in compliance with the above principles:

## Digital security/privacy

We respect the privacy of all individuals and ensure the protection of personal data in compliance with applicable laws and regulations, as set out in our Data protection policy.

## Equality and women's rights

We are committed to providing a work environment free from discrimination and harassment. We are committed to providing equal opportunities for all, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation, as set out in our Equality, diversity and inclusion policy.

## Freedom of association

We respect the right of employees to form and join trade unions and other associations and to engage in collective bargaining in accordance with applicable laws and regulations. We are committed to constructive dialogue with employees and their representatives, whether that be via our Joint Negotiation and Consultative Committee, Staff Council or individually.

## Forced labour and child labour

We are committed to combating all forms of modern slavery and human trafficking, as set out in our Anti-slavery and human trafficking policy.

## Non-discrimination in respect of employment and occupation

We are committed to ensuring our recruitment and hiring practices are transparent, equitable and inclusive, as set out in our Recruitment and selection policy. We strive to attract and retain a diverse workforce that reflects the communities that we serve.

## Safe and healthy working environment

We are committed to providing a safe and healthy work environment for employees and all visitors to our sites. We take proactive measures to prevent accidents, injuries, and occupational illnesses, as set out in our Occupational health and safety policy. We are committed to supporting the mental health and wellbeing of our employees by providing a range of resources via our Wellbeing hub and as part of our learning and development programme.

## Working conditions (wages, working hours)

We are committed to ensuring that all employees receive fair wages and benefits that meet or exceed legal standards. Compensation is based on role, experience, performance and market conditions. We comply with applicable laws and regulations regarding working hours, including overtime, rest periods and leave.

Although not deemed material to the company's business practices, we recognise our obligations regarding Freedom of expression, Access to water and sanitation, Rights of indigenous peoples, and Rights of refugees and migrants. Due to the nature of our services, we also recognise that these issues can be material for individual projects. We are committed to respecting and protecting the rights of individuals impacted by our work and where possible endeavour to take reasonable steps to identify and minimise risks.

## Governance

To ensure the successful implementation of this Human and Labour Rights Policy, and to ensure we are continuously improving, HR Wallingford will:

- Track key metrics pertaining to the above issues, reporting them publicly in our annual sustainability report.
- Engage with stakeholders to further understand their concerns and expectations regarding human and labour rights.
- Take all reasonable and practicable steps to identify any breaches of this policy and will act accordingly to continuously improve for our stakeholders.
- Promptly investigate and address any violations of this policy.
- Provide training to staff on human rights and labour rights issues.

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Our Executive Directors will oversee the implementation of this policy and ensure regular reviews and updates to remain aligned with the latest sustainability laws, standards and best practices.

This policy is non-contractual and does not form part of any employee or worker's contract of employment so we are able to update it periodically to ensure it is effective and represents our current practices.

## Grievances

HR Wallingford encourages open communication and provides channels for employees to raise concerns or grievances, as described in our internal Employee Handbook, without fear of retaliation. All grievances will be addressed promptly, fairly and confidentially, with appropriate corrective actions taken as necessary. Individuals who become aware of any concerns regarding a violation of human rights within HR Wallingford are encouraged to bring this to the attention of their manager, as set out in our Whistleblowing policy.

HR Wallingford stakeholders are encouraged to report any suspected violations of this policy.

**Ridha Bentiba**

Chief Executive Officer (Joint), HR Wallingford Ltd

Signed:



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