Human Rights Policy

**Introduction**

COMPANY is committed to the highest standards of business and ethical behaviour including compliance with all applicable laws and regulations, as well as company policies, practices and procedures. In line with the UN guiding principles on Business and Human Rights COMPANY recognises the corporate responsibility to respect these principles.

This policy outlines the principles by which we abide to in all our dealings with employees, contractors, suppliers, partners and communities affected by our business activities.

**Guidelines:**

COMPANY is committed to respecting all internationally recognised human rights by:

* Ensuring all employment with COMPANY is voluntary. We will not use child or forced labour in any of our operations.
* Treating those working for us and those impacted by our operations fairly and without discrimination
* Providing safe, healthy and secure working conditions
* Respecting our employees’ right to join or not join a trade union
* Embracing and valuing diversity
* Ensuring all employees’ are adequately compensated for the work they provide, and ensuring compliance with all legislation relating to minimum pay

**Compliance:**

All employees and suppliers are expected to comply with this policy. Violation of this policy, or refusal to cooperate will result in disciplinary action up to and including dismissal.

**Policy Review:**

This policy will be reviewed on an annual basis.