

Human Rights and Modern Slavery Policy

We are committed to upholding the human rights of all those who work with us and for us and comply with international conventions regarding human rights and enforced or child labour.

We are committed to ensuring that there is no modern-day slavery or human trafficking in our supply chains or in any part of our business. We have a commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

What it means:

Basic human rights, as defined by the United Nations Universal Declaration of Human Rights, include the right to life, liberty and security; equal rights of men and women; the right to protection under the law from discrimination, slavery, torture, or inhumane or degrading treatment; and freedom of speech, thought, conscience and religion.

We always:

- create safe working environments for all
- uphold the principles defined by the United Nations Universal Declaration of Human Rights
- follow the labour laws of the countries in which we operate and protect the rights of all workers, including migrant workers
- undertake stringent checks including proof of right to work
- comply with minimum wage and minimum age requirements
- adhere to regulations regarding maximum working hours
- listen when legitimate concerns are raised, and whenever possible take appropriate action to address them
- encourage employees to become involved in improving team performance
- ensure adequate welfare facilities are available

We never:

- exploit anyone
- allow anyone to be exploited in our name
- do business with any individual, or organisation that does not support basic human rights
- Engage with agencies who are involved in bonded/forced labour, human trafficking or other forms of Modern Slavery.

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Sign:

(Jeremy James, Director. Bowland Ecology)

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