

## **HUMAN RIGHTS POLICY**

We embrace, support and enact, within our sphere of influence, the UN Global Compact's ten principles in the areas of human rights, labour policies, the environment and anti-corruption practices.

### **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.

### **Environment**

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

### **Anti-Corruption**

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

This Policy applies to all staff and agents and, wherever possible, we will seek to extend the principles to other stakeholders such as suppliers and clients.

For more details of how these principles are applied in our operational activities please see the relevant individual policies and procedures.

The effectiveness of the policy will be monitored, reviewed and, if necessary, updated on a regular basis.

**John Easden**  
**Managing Director**

Adopted: *21 June 2011*

Next Review: *21 June 2012*