

# Human Rights Policy

Approved by: Guy Wakeley

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# Human Rights Policy

## Introduction

As an international environmental business, we recognise that the protection of human rights is integral to our mission and values. We are committed to promoting and protecting human rights in all aspects of our operations, including within our supply chain and in the communities where we operate. Our policy is based on the United Nations Guiding Principles on Business and Human Rights.

## Scope

This policy applies across Reconomy, to all our business brands.

## Respect for Human Rights:

We respect the human rights of all individuals, including our employees, contractors, suppliers, customers, and the communities where we operate. We will not tolerate any form of discrimination, harassment, or exploitation.

## Labour Standards:

We are committed to upholding the fundamental labour standards set forth by the International Labour Organization (ILO). We will not employ or support any form of forced or child labour, and we will provide fair wages and benefits to all employees.

## Health and Safety:

We prioritize the health and safety of our employees and the communities where we operate. We will provide a safe and healthy work environment and take steps to mitigate any potential health and safety risks associated with our operations.

## Environmental Responsibility:

We recognize that environmental degradation can have a significant impact on human rights, and we are committed to minimizing our environmental impact through sustainable practices.



## Community Engagement:

We will engage with local communities and stakeholders to understand and address any potential human rights impacts associated with our operations. We will also seek to promote and support human rights within these communities.

## Supply Chain Responsibility:

We are committed to ensuring that our suppliers and contractors respect human rights. We will conduct due diligence on our supply chain to identify and address any potential human rights risks.

## Reporting and Accountability:

We will regularly report on our human rights performance and take steps to address any identified issues. We will also hold ourselves accountable to the highest standards of human rights.

We recognise that the promotion and protection of human rights is an ongoing process, and we will continuously review and improve our policies and practices to ensure that we are upholding our commitment to human rights.

Signature:



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Position: Chief Executive Officer  
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