

# Human Rights Policy

## Overview

At Severfield, we are dedicated to respecting and upholding human rights in everything we do. We believe it's our duty to ensure human rights are recognised and respected everywhere we operate.

We support key international standards, including:

- The UN Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The International Labour Organization's Fundamental Conventions

## Who This Policy Applies To

This policy applies to everyone at Severfield: directors, officers, employees (whether temporary, fixed-term, permanent, or part-time), workers, and contractors. We also expect our suppliers to comply with the law and follow the best practice in accordance with these principles.

## Our Commitment

We are committed to respecting and promoting human rights according to the UN Guiding Principles on Business and Human Rights. Every colleague is responsible for maintaining a respectful, discrimination-free, and harassment-free work environment. If you see any violations of this policy or the law, report it immediately to your line manager, local HR representative, or through our Whistle-blowing process.

We also expect our suppliers and contractors if they see any violations of this policy or the law to report it to immediately to member to Severfield staff.

## Key Policy Areas

### 1. Equality and Diversity

We are committed to a safe and inclusive workplace where everyone is treated fairly and with respect. Suppliers and contractors must comply with local equality and diversity laws and support our values and commitment.

### 2. Freedom of Association and Collective Bargaining

We respect our employees' right to join or not join a trade union and to engage in collective bargaining where applicable. Suppliers and contractors must respect their employees' right to freedom of association.

### 3. Labour Rights

We ensure fair working conditions, including employment terms, pay, working hours, rest time, holidays, and maternity/paternity/adoption leave. Suppliers and contractors must comply with all local labour laws and support our values.

4. **Wages**

Severfield ensures all employees are paid at least the legal minimum wage applicable to their country of employment. Suppliers must comply with local wage laws or, if none exist, ensure wages meet industry standards.

5. **Forced Labour (Slavery)**

We have zero tolerance for modern slavery. Suppliers and contractors must comply with local laws and support our values.

6. **Safe and Healthy Workplace**

We are committed to high health and safety standards, always aiming to reduce risks. Suppliers and contractors must comply with all relevant laws and support our values.

7. **Child Labour**

Severfield complies with child labour laws in all countries of its operation. We do not tolerate child labour and require our suppliers to ensure no children are involved in their operations.

## **Training and Awareness**

Colleagues receive regular training on human rights issues, including Anti-Bribery, Health and Safety, Modern Slavery and Diversity and Inclusion which is tracked through our internal Learning Management System (LMS).

## **Monitoring and Review**

We assess new suppliers for human rights compliance and conduct ongoing reviews to ensure continued adherence to this policy. This policy is not part of any employment contract and may be updated at any time.

Samantha Brook  
Group HR Director  
01/07/2024