

# Human Rights Policy

## Overview

PRINTBERRY LTD is committed to respecting everyone's human rights in all aspects of our operations. Whilst we primarily work in the UK, we believe that we have a responsibility to ensure that human rights are understood and observed in the areas that we work, including those of suppliers, including those who are based outside our main country of operation.

We support the principles set out in the following international standards:

- UN Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- The International Labour Organization's Fundamental Conventions
- Ethical Trading Initiative Base Code

**Equality and Diversity:** Our commitment is to provide a safe and inclusive working environment where all people are treated fairly and with respect. We have specific policies which set out our commitment and the responsibilities of management and staff (please refer to the “related policies” section of this document). We require our suppliers and contractors to comply with any local legislation which applies to equality and diversity as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

**Freedom of Association and Collective Bargaining:** We respect the right of our employees to join or not to join a trade union and as such they are free to join an organisation of their choice to represent them in line with local legislation. We require our suppliers and contractors to respect their employees' right to freedom of association. If operating in the UK or anywhere else

where local rights to collective bargaining exist we require suppliers and contractors to allow this.

**Labour rights:** We provide fair working conditions for our employees including terms and conditions of employment, remuneration, working hours, resting time, holiday entitlements, maternity/paternity leave and benefits; we comply with all applicable legislation. We have specific policies which set out our commitment and the responsibilities of management and staff (please refer to the “related policies” section of this document). We require our suppliers and contractors to comply with all applicable local legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

**Wages:** PRINTBERRY LTD are committed to ensuring that their direct employees are not paid lower than that required by law. We require our suppliers to comply with all applicable legislation or, if there is no applicable local law in the country in which they operate, ensure that their pay will not be less than the level paid generally within that industry.

**Forced Labour (Slavery):** PRINTBERRY LTD has a policy of zero-tolerance towards acts of modern slavery which are unlawful and are a violation of fundamental human rights. We have a specific policy which sets out our commitment and the responsibilities of management and staff (please refer to the “related policies” section of this document). We require our suppliers and contractors to comply with all applicable local legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

**Safe and Healthy Workplace:** We are committed to delivering high standards of health and safety management and aim to continually improve our performance, always seeking to reduce risk. We believe in always doing the right thing and in doing it safely, without unnecessary risk to people’s health and will comply with all relevant legislation. We have a specific policy which sets out our commitment and the responsibilities of

management and staff (please refer to the “related policies” section of this document). We require our suppliers and contractors to comply with all applicable legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

**Child Labour:** PRINTBERRY LTD primarily operates in the UK and complies with all relevant legislation regarding this; we will not employ young persons under the age of 18 in a hazardous role or at night. We do not tolerate the use of child labour and require that our suppliers do not to use children in their operations (including in their value chain).

### **Related Policies**

- Ethical policy
- Corporate social responsibility policy
- Modern slavery policy
- Data protection policy
- Harassment and violence
- Anti- bribery & Corruption Policy

*Shenaz Gaffar*

Managing Director