



Human Rights Policy

As a business we understand and recognise the importance of respecting human rights and ensuring that all individuals are treated with dignity and respect

Purpose

The Policy has been designed to protect our employees and their Human Rights. It provides a fair and consistent framework for dealing with any Human Right breaches.

The aim is to identify the types of behaviour prohibited by this policy:

- To provide procedures to follow when complaints of discrimination or harassment are made by employees
- To ensure that all employees are aware that harassment and discrimination are unacceptable practices incompatible with our company standards, and a violation of the law
- This policy sets out our commitment and the steps we take to meet our responsibility in line with Human Rights Standards

Scope

Within the business it is everyone's responsibility to maintain a fair and safe environment that reflects respect for human rights and is free from all discrimination and harassment

This policy provides the basics for embedding responsibility to respect human rights throughout all of our business functions and applies not only to Evolution Foods but also to our subsidiary companies, employees, contractors, suppliers and any other third party working with us as part of our operations.

Enforcement

This policy is intended to protect the workforce. Given its importance, any breaches of this policy may result in an investigation under the business disciplinary policy and may escalate to formal action.

If any employee believes that someone, either in Evolution Foods/Evopack or one of our suppliers or a contractor is violating this Human Rights Policy and/or the law, they are asked to report it immediately to their manager, HR, HS&E, or through the Whistle-blower process.

Commitment

This policy is approved by the Senior Management Team and reviewed annually to ensure compliance, with the HR Director maintaining overall responsibility.

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Supply Chain:

We expect our third party suppliers to adhere to the highest standards of quality and integrity in all aspects of the business

The business/es are members of SEDEX (the Supplier Ethical Trading Data Exchange), not for profit membership organisation dedicated to driving improvements in ethical and responsible business practices in global supply chains, and we require all of our components and packaging suppliers to become members of SEDEX

Furthermore, we carry our appropriate due diligence through audits and inline with the ETI Base Code

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.

Child Labour

We adhere to 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).

Wages

The business is committed to ensuring that our direct employees are not paid lower than that required by law. We require our suppliers to comply with all applicable legislation.

Gender Pay reports are collated to ensure compliancy and fairness throughout the business

Forced Labour (Slavery)

We are committed to acting ethically and with integrity in all our business dealings and relationships by implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our Supply Chains.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. This is all in line with Modern Slavery Act 2015, our Modern Slavery is all reviewed annually to ensure we continue to be compliant and improve internal management awareness of risks and ways to remove and eliminate.

Health, Safety and Hygiene in the Workplace

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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. This is all outlined in our Health & Safety Policy and Standards

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