

Human Rights

Engic is committed to upholding basic human rights. Human rights are the standards of treatment to which all people are entitled. Engic respects and enforces the principles established in the Universal Declaration of Human Rights which sets a common standard of achievement for all peoples and all nations.



Purpose:

This policy documents and affirms Engic's commitment to upholding basic human rights. This Policy is supported by the following global policies:

- Code of Conduct
- Equal Opportunities Policy
- Harassment Policy
- Supply Chain Code of Conduct
- Modern Slavery & Human Trafficking Statement

These policies address how Engic conducts business to maintain high standards of ethics and integrity and promote the respect and dignity by which everyone working for Engic should be treated.

Scope:

This Policy applies to everyone working for Engic and everyone who has dealings with Engic, including our vendors and clients across our global organisation and is reviewed annually.

Policy Requirements

Engic is committed to protecting and enhancing the human dignity of everyone working for Engic and everyone who has dealings with Engic, including our vendors and clients. Our worldwide operations will be carried out in accordance with the Universal Declaration of Human Rights 1948, (UDHR), and the United Nations Guiding Principles on Business and Human Rights. www.un.org/en/universal-declaration-human-rights

www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

We will apply the UDHR in relation to our operations by:

- Ensuring that no forced, bonded or involuntary labour is used in the production of Engic products or services;
- Ensuring that the overall terms of employment with Engic are voluntary.
- Engic companies shall comply with all applicable wage and working-time laws and other laws or regulations affecting the employer-employee relationship and the workplace;
- Ensuring that no one working for Engic will suffer retaliation for seeking to invoke their rights under employment legislation or reporting suspected non-compliance under said employment legislation.
- Committing to developing a working environment which is free from harassment, including discrimination, victimisation and bullying and in which people treat each other with mutual respect and dignity.
- Ensuring equal employment opportunities without discrimination or harassment on the basis of sex, sexual orientation, marital or civil partner status, gender identity, gender expression, race, religion or belief, colour, nationality, ethnic or national origin, disability, age, pregnancy or any other status or basis protected by law, as per our equal opportunities policy
- Taking appropriate steps to redress allegations of harassment or discrimination and ensuring that complainants are not retaliated against or victimised as a result of raising any allegation or complaint, as per our harassment policy.
- Ensuring freedom of association and recognising the right of employees to join a trade union.
- Not employing child labour, forced labour, or condoning child labour, or forced overtime.

Name: Christopher Frost
Position: Managing Director
Date: Jan 2023