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HUMAN RIGHTS POLICY

This policy is intended to ensure that employees understand the ethical and social values we respect and our commitment to uphold human rights.

Human rights are the universal rights that every human being is entitled to enjoy and to have protected we adopt a series of human rights principles across the Company. We are committed to performing our business to the highest standard of ethics and in accordance with our values.

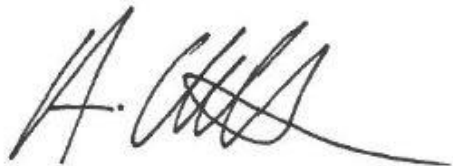
We have adopted a series of human rights principles and are guided in our conduct by the United Nations Guiding Principles on Business & Human Rights.

- a) We aim to ensure that no form of discrimination is practiced in any area of our business including, recruitment, remuneration, promotion, training, termination based on race, colour, ethnic origin, age, religious beliefs, disability, marital status, nationality, sexual orientation, gender reassignment or employment status.
- b) We recognise our employee's right to freedom of association.
- c) We are committed to ensuring that our employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment and, accordingly such action will not be tolerated.
- d) In accordance with legislation and best practice we shall take all reasonable steps to prevent accidents and injury to health arising out of, associated with or in the course of work, by minimising so far as is reasonably practical the cause of hazards inherent in the working environment.
- e) We shall seek to avoid methods of operation which give rise to environment risks where there are suitable alternatives available.
- f) We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective

systems and controls to ensure modern slavery is not taking place anywhere in our Company.

All employees have a responsibility to understand and comply with this policy at all times, and to report any breach of human rights they are aware of to their immediate Manager.

All our employees shall conduct themselves in accordance with the highest ethical standards, failure to do so may lead to disciplinary action which could result in dismissal for gross misconduct.

A handwritten signature in black ink, appearing to read 'A. Kitchen', with a long horizontal flourish extending to the right.

Signed: Andy Kitchen
Position: Chief Executive Officer

Dated: 01st June 2024