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Interserve Group

# Human Rights policy



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## 1. Policy statement

The Interserve Human Rights Policy sets out the principles for our actions and behaviour in relation to human rights. As a large employer with global operations, Interserve aims to make a positive difference in the communities where we operate. This is the intention behind 'SustainAbilities' - our action plan to deliver social, economic and environmental benefits as an integral part of our strategy.

The upholding of human rights is wholly aligned with our values, and forms part of our decision-making and the delivery of our strategy.

We respect internationally-recognized human rights, aiming to work within the principles set out by the UN Declaration of Human Rights as well as the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and work hard to ensure that in all areas of interaction with our employees, clients, suppliers, third parties, interviewees and joint venture parties that everyone is protected and treated fairly.

Our commitment means that we seek to identify, prevent or mitigate potential human rights risks, address any shortcomings which actions within our control may have caused.

In implementing this policy we are subject to the laws of the many countries in which we operate. We are committed to comply with all such applicable laws.

This policy sets out the core principles we respect and promote and will be a reference point for employees, suppliers, subcontractors, customers and joint venture partners. These principles apply to Group subsidiaries and joint ventures where we have management control, and will be championed and promoted where we don't. These principles should be applied in conjunction with our other policies on the ethical standards we expect in our business activities, which include:

- Conducting business with Interserve;
- Health and Safety policy;
- Conflicts of Interest Policy;

- Code of Conduct and Competition Law Compliance Policy;
- Anti Bribery and Corruption policy;
- Fraud Policy;
- Whistle Blowing Policy;
- Sustainable procurement policies;
- Supplier codes of conduct.

## 2. Our Principles

Our Human Rights principles are embodied in our Company values, policies and procedures. They mean that:

- We act with integrity, fairness and transparency;
- We do the right thing and treat people with respect and dignity; modern slavery, forced and compulsory labour, and human trafficking, within Interserve or anywhere within its supply chain, is not tolerated.
- We provide healthy, safe and secure work environments;
- We listen and encourage openness, where everyone has a voice;
- Our investment criteria not only take into account economic returns and environmental impacts, but also social consequences and safeguarding of human rights;
- We listen to communities, take account of their interests and support human rights within our areas of influence.

We operate in a variety of environments and geographies and we value and embrace the benefits gained from the rich diversity of skills, culture and gender of our workforce. We design our processes to ensure that all aspects of the employment relationship are compliant with the legislation in the countries in which we operate.

## 3. Responsibilities

When working with Interserve everyone, whether employees, contractors, suppliers or partners must:

- follow the requirements of relevant Interserve standards and policies in performing their duties;
- ensure that they are not complicit in any human rights abuses; and
- act in line with the Whistle-blowing Policy, report breaches, or concerns of potential breaches, of this Human Rights Policy, which they encounter during performance of their duties without risk to themselves.

In support of this policy we will embed human rights issues in internal risk assessment processes and guidelines, and continue to develop operating procedures to create an environment where human rights are respected.

The Interserve plc Board has overall responsibility for the implementation of this policy. Managing Directors of each business are responsible for establishing appropriate responsibilities within their operations, ensuring that they are informed of any material risks to or breaches of our human rights policies, and taking actions to address issues raised.

We will periodically review the policy and our implementation with respect to its suitability and effectiveness.