

HUMAN RIGHTS POLICY STATEMENT

This is the Human Rights Policy Statement of Scalemaster Limited

Scope

This Policy Statement covers the approach adopted by the Company in upholding the fundamental rights and freedoms of all persons impacted by our business, including: staff, contractors (workers and manufacturers), suppliers (of raw materials, products and finished goods within our supply chain), customers (retailers, distributors and end users) and industry regulators.

Introduction

Human Rights are the fundamental basic rights and freedoms that everyone should be entitled to in every aspect of their life. They are based on core principles of dignity, fairness, equality, respect, autonomy and freedom of association. These values are defined and protected by law. In the United Kingdom, human rights are protected under the Human Rights Act 1998.

Some human rights violations, such as modern slavery, are also serious crimes where some of the most vulnerable people in society are exploited for criminal gain. By their very nature, these are issues which are often hidden and the root causes are extremely complex.

In an increasingly globalised world, there is closer scrutiny of the corporate impact on people and communities. It is widely acknowledged that businesses can affect individuals' human rights and have a responsibility to respect them within their own sphere of influence.

We know that our staff, suppliers and customers do not wish to be associated with exploitation or abuse. We will work to guard against being complicit in human rights violations and to uphold the human rights of our staff and any other individuals with whom we are in direct or indirect contact. This policy is intended to protect the human rights of all our colleagues and those affected by our business.

Given the importance of this topic, any breach of this policy by any person impacted by our business will result in an investigation and any staff implicated dealt with under our Disciplinary and Grievance Procedures, as appropriate.

Commitments and Targets

We will not tolerate, nor condone, abuse of human rights within any part of our business or supply chain, and we will take seriously any allegations that human rights are not being properly respected. We are committed to building knowledge and awareness amongst our employees and suppliers about human rights, encouraging them to speak up about any concerns they may have, without fear of retribution.

We will:

- respect internationally recognised human rights in accordance with the principles and guidance of the United Nations (UN) Guiding Principles on Business and Human Rights as a basis for dialogue and action
- strive to be a fair partner – paying a fair price to suppliers, supporting local communities and ensuring good working conditions for everyone working in our business and supply chains
- recognise that the human rights agenda is constantly evolving and be prepared to learn and work with this complex topic
- respect and support the dignity, wellbeing and human rights of our employees, the workers in our direct and extended supply chain, the communities in which we trade and those affected by our operations
- see relationships with our staff and suppliers as an opportunity to share best practice and promote continual learning and improvement with respect to human rights through open communication

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Responsible Persons

The HR Advisor is designated responsible for reviewing policy, implementing any required changes to procedure and for dealing with any confidential reporting of concerns.

The Management Team are responsible for implementing standards concerning Human Rights in their areas of the business.

Every individual (interested party) is responsible for upholding the Human Rights of others in the manner in which they would expect to be treated themselves.

Dealing with Concerns and Non-Conformities

Any concerns may be raised in confidence with the HR Advisor who, where necessary, will co-ordinate an investigation utilising external expertise if appropriate.

Actions/Outcome

All findings requiring action or improvement will be considered by the Senior Management Team to identify, agree and implement steps to address any adverse impact/remediation.

Further Information

This policy sets out our position with respect to Human Rights and sits alongside our other human rights related policy statements:

- Health and Safety Policy Statement
- Ethical Policy Statement
- Anti-Bribery and Anti-Corruption Policy Statement
- Equality and Diversity Policy Statement
- Modern Slavery Policy Statement
- Privacy Policy

Scalemaster Limited is an accredited Living Wage Employer.

Employees, suppliers and customers are encouraged to raise relevant issues and immediately report any (and all) suspected violations of applicable laws, regulations and policies.

Policy Review

This policy will be reviewed on an annual basis with respect to its relevance and effectiveness and to ensure that it continues to reflect legal requirements and best practice. We will make improvements as necessary.

ISSUE HISTORY

Issue No.	Date of change	Summary of change
1	2/03/2021	First Issue