

Labour & Human Rights Policy

1. Policy Statement

Harrison Products recognises the corporate responsibility to respect human rights, including labour rights and we strive to provide a workplace where employees can fulfil their potential in an open and transparent working environment. We must maintain a strong commitment to ensuring that our employees are treated with respect and subject to fair, transparent working practices. The purpose of this policy is to define the labour and human rights standards to which all employees at Harrison Products are entitled.

2. Scope & Objective

This policy applies to the Directors, Managers, employees, and contract workers of Harrison Products. This Policy provides our employees with an overview of Harrison Products commitment to respect Human Rights. The objective is to support and enable employees at Harrison to act in line with our values, standards, and expectations.

Requirements

3. Non-Discrimination

- 3.1 Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. Discrimination may be direct or indirect, and includes discrimination by perception and association.
- 3.2 Any employment-related decisions from hiring to termination and retirement are based solely on lawful, non-discriminatory criteria.

4. Forced Labour

Harrison Products is committed to preventing and prohibiting forced labour of any kind, including all forms of modern-day slavery or human trafficking.

5. Child Labour

Harrison Products does not engage in or condone the unlawful employment or exploitation of children under any circumstances.

6. Freedom of Association & Collective Bargaining

Harrison Products respect the principles of freedom of association and collective bargaining. Employees have the right to form, join or not join a labour union, or other organisation of their choice, and to bargain collectively in support of their mutual interests without fear of punitive actions such as intimidation, harassment, or termination of employment.

7. Harassment

Harrison Products has a zero-tolerance policy on harassment against its employees. This includes acts of physical, verbal, sexual or psychological harassment, bullying, abuse, or threats in the workplace by either their fellow employees or managers.

+44 (0)1451 830083

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8. Working Hours, Benefits & Wages

Harrison Products adheres to the applicable laws or industry standards, relating to minimum wages, working hours, overtime and benefits.

9. Leave

Harrison Products ensure that all employees have the right to annual leave, sick leave and parental leave in line with Government Legislation.

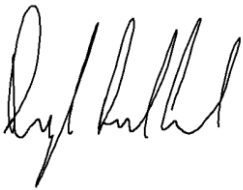
10. Responsibilities

Directors and line managers are responsible for human and labour rights along with individual employees. All incidents will be reported to the HR Department.

11. Contact

For more information, please contact the HR or Company Director.

This Policy is communicated to all employees and is made available to interested parties. This Policy is reviewed, and where necessary, updated annually.



Daryl Bedford, Director

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