



Emergent Design Ltd HUMAN RIGHTS STATEMENT

1.0 INTRODUCTION

Whilst Emergent Design has no obligation in law to produce a Human Rights Policy it does recognise the importance of respecting and protecting human rights.

2.0 WHAT ARE HUMAN RIGHTS

We recognise that everyone has the right to be treated with dignity, respect, and fairness, with the freedom to voice ideas openly. In the workplace we ensure our employees have the right to a safe working environment, the right to fair remuneration and equal pay for equal work, the right to organise and participate in collective bargaining and the right to be protected from forced labour and trafficking.

3.0 SCOPE

We are guided by the principles set out in the following international standards:

- United Nations (UN) Guiding Principles on Business and Human Rights
- International Bill of Human Rights
- International Labour Organisation's (ILO) Core Conventions

4.0 STATEMENT

We are therefore committed to respecting both the human rights of all our employees and everyone we come into contact with through our operations. We comply with all applicable laws, for example the Equality Act 2010 and Health and Safety legislation, as detailed in our Employee Handbook. Our Human Rights statement acts to reinforce the principles which are embedded into the policies within our Employee Handbook and Employee Contract:

- Respecting the right to non-discrimination
 - o Section 19.2 - Valuing Equality, Inclusion and Diversity
- Respecting the right to work in a safe environment
 - o Section 19.1 - Health and Safety
- Respecting the right to rest and leisure
 - o Employee contract - all employees working a 37.5 hour week are entitled to 28 days annual leave per year and leave for employees working fewer hours is calculated pro rata according to the number of hours worked
 - o Section 2.5 - Overtime - we do not encourage a 'long hours culture'
- Prevention of child exploitation
 - o Emergent Design does not employ children younger than 18
- Respecting the right to just remuneration
 - o Emergent Design complies with the National Minimum Wage Act 1998 and no deductions from wages would be carried out as a disciplinary measure
- Right to freedom of association and to organise and take part in collective bargaining
 - o All employees are entitled to join a trade union and are treated equally irrespective of whether they choose to join or leave
- Protecting against the use of forced labour
 - o Emergent Design does not use forced or compulsory labour and all sub contractor agreements ensure payment is made at an agreed rate for work undertaken
- Preventing trafficked labour or slavery
 - o Emergent Design avoids direct, or indirect, involvement in trafficking and all employees work voluntarily
- Respecting the right to privacy
 - o Section 12.0 Data Protection Policy
 - o Privacy notice publically available to all employees

This applies to all Emergent Design employees and our statement is shared with our supply chain.