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## HUMAN RIGHTS POLICY



### Human Rights Policy

Companies have a responsibility to respect international human rights standards, which means not to infringe on people's rights and to address adverse human rights impacts that they cause or contribute to.

### The International Bill of Human Rights

This consists of the **five** core human rights treaties of the United Nations that function to advance the fundamental freedoms and to protect the basic human rights of all people. The Bill influences the decisions and actions of Government, State and Non-State actors to make economic, social and cultural rights a top-priority in the formation and implementation of national, regional and international policy and law.

1. The Universal Declaration of Human Rights (see appendix 1)

2. International Covenant on Economic, Social and Cultural Rights (ICESCR)

ICESCR is an international human rights treaty adopted in 1966. The UK agreed to follow ICESCR in 1976. It ensures the enjoyment of economic, social and cultural rights, including the rights to:

- Education
- fair and just conditions of work
- an adequate standard of living
- the highest attainable standard of health
- social security

3. International Covenant on Civil and Political Rights (ICCPR)

ICCPR is an international human rights treaty adopted in 1966. The UK agreed to follow ICCPR in 1976. It enables people to enjoy a wide range of human rights, including those relating to:

- freedom from torture and other cruel, inhuman or degrading treatment or punishment
- fair trial rights
- freedom of thought, religion and expression
- privacy, home and family life
- equality and non-discrimination

4. Optional Protocol to the International Covenant on Civil and Political Rights

This was adopted in 1966 and came into force in 1976. It was ratified by the UK in the same year.

Many of the rights covered by the Covenant are also included in the European Convention on Human

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Rights. ICCPR obligates countries that have ratified the treaty to protect and preserve basic human rights, such as:

- the right to life and human dignity
- equality before the law
- freedom of speech, assembly and association
- religious freedom and privacy
- freedom from torture, ill-treatment and arbitrary detention
- gender equality
- the right to a fair trial
- minority rights

### 5. Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty

The UK has signed the second Optional Protocol to ICCPR, aiming at abolition of the death penalty.

### **Human Rights Act 1998**

As a company we support the protection and elevation of human rights. As part of the United Kingdom, the fundamental rights of people in Northern Ireland are protected under the Human Rights Act 1998.

Your human rights are:

- the right to life
- freedom from torture and degrading treatment
- freedom from slavery and forced labour
- the right to liberty
- the right to a fair trial
- the right not to be punished for something that wasn't a crime when you did it
- the right to respect for private and family life
- freedom of thought, conscience and religion, and freedom to express your beliefs
- freedom of expression

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- freedom of assembly and association
- the right to marry and to start a family
- the right not to be discriminated against for these rights and freedoms
- the right to peaceful enjoyment of your property
- the right to an education
- the right to take part in free elections
- the right not to be subjected to the death penalty

We have a corporate responsibility to respect the rights of other people. Our support for these fundamental principles is reflected in our policies and actions towards our employees, suppliers, customers and the communities that we affect when conducting our business.

### **ETI Base Code of Practice**

Ready Eggs' observe the following principles, based on the ETI Code of Practice, in our own business and require any supplier with whom we do business to comply. Suppliers must complete the Supplier Approval Questionnaire process prior to supplying REP, which includes section on Ethical Trading.

We communicate this policy to our staff via an internal training course, this course is refreshed annually.

#### **1. EMPLOYMENT IS FREELY CHOSEN**

- 1.1 There is no forced, bonded or involuntary prison labour.
- 1.2 Workers are not required to lodge 'deposits' or their identity papers with their employer and are free to leave their employer after reasonable notice.

#### **2. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESTRICTED**

- 2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.

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- 2.2 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- 2.3 Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.4 Where the right to freedom association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

### **3. WORKING CONDITIONS ARE SAFE AND HYGENIC**

- 3.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2 Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- 3.3 Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- 3.4 Accommodation, where provided, shall be clean, safe and meet the basic needs of the workers.
- 3.5 The company observing the code shall assign responsibility for health and safety to a senior management representative.
- 3.6 That any supplier produces eggs in a humane and suitable environment for the poultry.

### **4. CHILD LABOUR SHALL NOT BE USED**

- 4.1 There shall be no new recruitment of child labour.
- 4.2 Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child; “child” and “child labour” being defined in the appendices.

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4.3 Children and young persons under 18 shall not be employed at night or in hazardous conditions.

4.4 These policies and procedures shall conform to the provisions of the relevant ILO standards.

### **5. LIVING WAGES ARE PAID**

5.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

5.2 All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

5.3 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

### **6. WORKING HOURS ARE NOT EXCESSIVE**

6.1 Working hours comply with national laws and benchmark industry standards, whichever affords greater protection.

6.2 In any event, workers shall not on a regular basis be required to work in excess of 60 hours in a seven-day period. Overtime shall be voluntary, shall not be determined on a regular basis and shall always be compensated.

### **7. NO DISCRIMINATION IS PRACTISED**

7.1 There is no discrimination in hiring, compensating, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

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### **8. REGULAR EMPLOYMENT IS PROVIDED**

- 8.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- 8.2 Obligations to employees under labour laws and regulations arising from the regular employment relationship shall be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.
- 8.3 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeships schemes where there is no real intent to impart skills or provide regular employment, nor shall any obligations be avoided through the excessive use of fixed-term contracts of employment.

### **9. NO HARSH OR INHUMANE TREATMENT IS ALLOWED**

- 9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

### **10. NO BRIBERY OR CORRUPTION IS PERMITTED**

- 10.1 No bribes shall be paid or accepted to give or receive business.

### **11. FOLLOW GOOD ENVIRONMENTAL PRACTICE**

- 11.1 The Company will meet all relevant national and international environmental laws and regulations and to continuously improve environmental performance.

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**OUR STAKEHOLDERS**

**Our employees**

We believe that our employees should be treated with respect and dignity and work in an environment that is free from harassment and unlawful discrimination. Our commitment to respect human rights is manifested in our Employee Handbook and HR Policies and procedures.

These state that all employees should be able to work in an environment that is free from discrimination, victimisation, harassment, bullying and that all employees should be treated fairly and with dignity regardless of their background or any views they may hold. Our policies are periodically reviewed and amended where appropriate to ensure that it continues to reflect best practice and legal requirements.

We support freedom of association and collective bargaining as part of our commitment to support the fair and equitable treatment of workplace workers. We see worker freedom to join unions or worker organisations and collective bargaining as basic building blocks for healthy employer-worker relations.

We are committed to ensuring the highest standards of health, safety and welfare for our employees by providing a safe working environment, and ensuring adequate training and supervision.

Our position on human rights is communicated to our employees through training and our employees are expected to uphold these standards. Our employees can raise any concerns with management. Employees are encouraged to raise relevant issues and report suspected violations of applicable laws, regulations and policies.

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### Our suppliers

We strive to promote adherence to the human rights principles throughout our supply chains by encouraging actions that are consistent with our Supplier Code of Conduct and by using suppliers whose corporate values are consistent with ours. Specifically, suppliers are encouraged to follow best practice in areas such as Business Ethics, Employment Standards and the Environment and to understand the impact of their products and services in order to mitigate any negative effects they might have on their stakeholders.

### Our customers

We openly welcome inspection and auditing processes that aim to develop more robust and transparent human rights systems within our business.

### Implementation

Developing a human rights policy is only the first step for us; we must ensure it is embedded throughout the relevant processes and procedures to ensure effective implementation.

We will:

- Review company training to include human rights training and identifying any target groups that may need additional learning support.
- Embedding human rights into management systems, including responsibilities in job descriptions and performance appraisals.
- Integrating human rights into the company's internal and external communications – including on our website and our CSR report
- If we find that we have caused or contributed to negative human rights impacts, we will engage actively in remediation

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**Remediation**

- We will keep a record of any issues that are brought forward and remediate where possible.

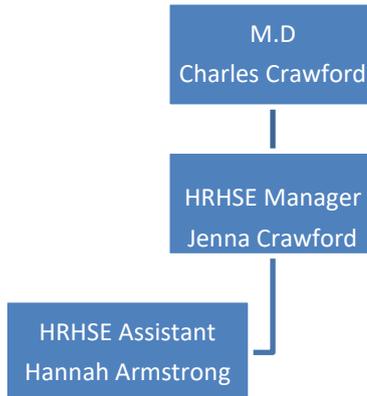
**Review of policy**

This policy shall be reviewed and updated on an annual basis.

**Responsibility for this Policy**

The M.D. retains ultimate responsibility for this policy.

The H.R. Manager writes and implements the policy and advises the M.D. on various issues and is helped by the HRHSE Assistant.



This policy has been authorised by the Managing Director, Charles Crawford.

Signed.....

Date.....