



## Human Rights Policy

The Redmond Group Ltd ("the Company") are committed to upholding the human rights of all those who work with us and for us and comply with international conventions regarding human rights and enforced or child labour.

The Company recognizes human rights, as defined by the United Nations Universal Declaration of Human Rights, to include the right to life, liberty and security; equal rights of men and women; the right to protection under the law from discrimination, slavery, torture, or inhumane or degrading treatment; and freedom of speech, thought, conscience and religion.

The Company agrees to the following in support of Human Rights;

- create safe working environments for all
- uphold the principles defined by the United Nations Universal Declaration of Human Rights
- follow the labour laws of the countries in which we operate and protect the rights of all workers, including migrant workers
- comply with minimum wage and minimum age requirements
- adhere to regulations regarding maximum working hours
- listen when legitimate concerns are raised, and whenever possible take appropriate action to address them
- encourage employees to become involved in improving team performance
- ensure adequate welfare facilities are available

The Company agrees to never:

- exploit anyone
- allow anyone to be exploited in our name
- do business with any individual, or organisation that does not support basic human rights or adhere to our own operating standards for our employees. This includes our JV partners, particularly where we are the JV operator or hold a majority interest
- influence an employee's decision to join or not to join a trade union

This policy will be reviewed annually.

**This policy has been approved & authorised by:**

Name: Stephen Redmond

Position: Managing Director

Date: 18.02.20

Review Date: 18.02.21

Signature: