

envirosense®

Anti-Slavery and Human Rights Policy

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Anti-Slavery Policy

At EnviroSense, we are committed to conducting our business with integrity and upholding the highest standards of ethics and responsibility. We know that modern slavery and human trafficking risks are inherent in many supply chains. EnviroSense conduct an annual audit to ensure compliance with this statement and non-association with any form of these abuses.

Our Commitment

- **Zero Tolerance**

We have a zero-tolerance approach to modern slavery and human trafficking. This commitment is reflected in our policies and practices across all areas of our business.

- **Compliance with Laws**

We comply with all relevant legislation and regulatory requirements in the countries where we operate, including the Modern Slavery Act 2015 (UK) and equivalent legislation globally.

- **Due Diligence**

We conduct thorough due diligence to identify, prevent, and mitigate risks of modern slavery and human trafficking in our operations and supply chains. This includes risk assessments and contractual obligations for our partners, contractors and suppliers to adhere to our ethical standards.

- **Supplier Engagement**

We expect our suppliers and business partners to uphold the same high standards in combating modern slavery and human trafficking. We engage with our suppliers, partners and contractors to ensure they understand and comply with our policies, and we provide support and training where necessary.

- **Employee Awareness and Training**

We provide annual training and awareness programs for our employees to help them recognise and report any signs of modern slavery and human trafficking. Our training covers the risk of modern slavery, human trafficking for the projects we verify and endorse.

- **Reporting Mechanisms**

We have established clear and confidential reporting mechanisms for employees, suppliers, and other stakeholders to report any concerns related to modern slavery and human trafficking. We ensure that all reports are taken seriously and investigated promptly.

- **Remediation**

If we identify instances of modern slavery or human trafficking, we are committed to taking appropriate action, including working with relevant authorities and organisations to support and protect victims.

- **Continuous Improvement**

We regularly review and update our policies, practices, and procedures to ensure they remain effective in combating modern slavery and human trafficking. We are committed to continuous improvement and to working collaboratively with stakeholders to address these issues.

Implementation and Accountability

Every member of our team has responsibility for ensuring this policy and its implementation comply with our legal and ethical obligations. Our team is tasked with the day-to-day management of our efforts to identify modern slavery and human trafficking within our business, partners, or the projects we verify and endorse. This statement is reviewed annually.

Human Rights Policy

Our Commitment

- **Respect for Human Rights**

We respect all individuals' dignity, freedom, and equality and are dedicated to protecting the human rights of our employees, customers, partners, and communities where we operate. This commitment is guided by the principles set forth in the Universal Declaration of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

- **Non-Discrimination and Inclusion**

We strive to create a workplace that is inclusive and free from discrimination. We do not tolerate harassment or discrimination based on race, colour, gender, age, sexual orientation, religion, national origin, disability, or any other characteristic protected by applicable laws.

- **Fair Labour Practices**

We are committed to fair labour practices, including the right to fair wages, reasonable working hours, and safe working conditions. We do not engage in or condone the use of child labour, forced labour, or any other form of exploitation. If contractors are contracted in countries associated with a lower national wage than the UK, the contract agreement and remuneration are commensurate with fees always charged to the client and wages are at least 10% greater than the UK living wage.

- **Health and Safety**

The health and safety of our employees is a top priority. We maintain high occupational health and safety standards and ensure that our workplaces are safe and conducive to their well-being. PPE and personal safety are based on the UK Health and Safety at Work Act 1974. Employees are fully insured for all work conducted. Contractors are required to comply with our Health and Safety Policy.

- **Freedom of Association**

We respect employees' right to freely associate and bargain collectively in accordance with local laws and regulations.

- **Privacy and Data Protection**

We respect the privacy rights of our employees, customers, and partners. We are committed to protecting personal data and ensuring it is used responsibly and securely. For more information, please see our Data Security, Privacy and Protection Policy Statement.

- **Community Engagement**

We recognise our responsibility to contribute positively to the communities in which we operate. We engage in meaningful dialogue with local communities and support initiatives that promote social and economic development.

Implementation and Accountability

We continuously review and update our policies and practices to ensure alignment with evolving human rights standards. We train our employees to raise awareness and understanding of human rights issues. We encourage open communication and provide channels for reporting concerns or violations of human rights without fear of retaliation.

Our team is responsible for ensuring the implementation of this human rights policy and for regularly reviewing our performance. We are committed to transparency and will report publicly on any identified risks and our measures to negate the risk.