

Policies

Made at Welcome Break

Human Rights

May 2024



Welcome Break

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Human Rights policy

Introduction

All Team Members should be treated with dignity and respect, and we all have several human rights. We want to make sure that those rights are respected in our business, in our supply chains and in the wider communities that we work in.

This is our human rights policy, and it is guided by various international human rights principles.

This policy applies to everyone, and we expect our suppliers and business partners to uphold the principles in this policy and adopt similar policies within their businesses.

Respect for Human Rights

We are committed to identifying, preventing, and mitigating adverse human rights impacts resulting from or caused by our business activities.

Community and Stakeholder Engagement

We recognise the impact on the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from, and considering their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at a local level initially. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

Valuing Diversity

We value the diversity of the people that we work with and the contributions they make. We have a longstanding commitment to equal opportunity and intolerance of

discrimination and harassment. We are dedicated to maintaining policies, practices and workplaces that are free from discrimination or harassment based on race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law.

We do not tolerate disrespectful or inappropriate behaviour, unfair treatment, or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to our Team Members but also to the business partners with whom we work.

Safe and healthy workplace

We provide a safe and healthy workplace and comply with applicable health and safety laws, regulations and internal requirements including investigation and implementing preventative processes. We are dedicated to maintaining a productive workplace by carrying out risk assessments, minimising the risk of accidents, injury, and exposure to health risks. We are committed to engaging with our Team Members to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal or external threats. Security safeguards for Team Members are provided as needed and will be maintained with respect.

Working hours, pay, and benefits.

We compensate Team Members competitively relative to the industry and local labour markets. We operate in full compliance with applicable wage and working hours laws. We offer a wide range of benefits to meet the varying needs of our Team Members.

Forced labour and human trafficking

We prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

Child Labour

We prohibit the hiring of people under the age of 16 in all circumstances. We follow the Working Time Regulations for all Team Members regardless of age. There are age verification checks when hiring people to ensure this policy is upheld.

Guidance & Reporting for Team Members

We encourage open and honest communications among all Team Members and expect everyone to be valued and respected. We are committed to always following all applicable labour and employment laws. Our commitment to human rights means that each of us has a responsibility to speak up about any potential or actual breach of the policy.

If you have questions about this policy or if you would like to report a potential violation of this policy you can always talk to your line manager, contact employee.relations@welcomebreak.co.uk or refer to the Whistleblowing policy. We are committed to investigating, addressing and responding to the concerns of Team Members and to taking appropriate corrective action in response to any breaches of this policy.

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