

# Policy Statement Human Rights Policy



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## Scope

RSE's Human Rights policy applies to every RSE employee.

## Basis of Policy

This policy is based on the following key principles:

- A recognition of international human rights, as set out in the International Bill of Human Rights, and the principles described in the UN Global Compact and UN Guiding Principles
- Conducting all of our business lawfully in all the communities that we serve and in a manner that respects and promotes human rights and equality for all employees, agency staff and suppliers wherever they are based
- A recognition and respect of the fundamental human right to allow employees/people to lead a dignified and independent life, free from abuse, violations, and any form of discrimination
- A recognition that peoples' human rights can be directly and indirectly affected by the company's operations, products, and services, and to take steps to identify and reduce the company's negative impact on communities and environments wherever possible
- A desire to act as a responsible organisation in achieving a common set of standards applying to all peoples and all nations in the commitment to continual social and economic improvement.
- A recognition of freedom of association so that employees can join groups of their own choosing, and to cooperate in good faith with those groups when taking collective action to pursue the interests of employees within the appropriate national legal frameworks; and
- A commitment to seek to only enter into contractual relations with third parties who demonstrate a desire to apply similar principles to the above through their own frameworks and initiatives.

## Supply Chain

RSE recognises that the successful implementation of our Human Rights Policy is heavily influenced by the cooperation and support of our supply chains. Accordingly, we shall monitor our supply chains to ensure that their actions and working practices are consistent with our Human Rights Policy.

If our immediate suppliers or contractors work in a way that is inconsistent with our Human Rights Policy, we will engage with them to improve their performance. However, persistent human rights abuses will result in contract termination.

We are committed to assessing our suppliers approaches to Human Rights; training our suppliers about the importance of Human Rights and our expectations in relation to this Human Rights Policy; and including Human Rights clauses in our standard supply contracts.

## Other Policies

RSE's Human Rights Policy is intrinsically linked to its policies on:

- Quality, Health & Safety and Environmental
- Recruitment

- Ethics
- Tax Evasion
- Conduct & Capability
- Corporate Social Responsibility
- Sustainable Procurement
- IT Security
- Expenses.

In addition, RSE's Human Rights Policy is also intrinsically linked to its Code of Ethics and Modern Slavery Statement.

A handwritten signature in blue ink, appearing to read 'Allan Dallas', is positioned above the printed name.

Allan Dallas  
Managing Director  
Ross-shire Engineering Ltd.