

## **Basic Human Rights, Equality of Labour, and Prohibition of Child Labour, Slavery, and Forced Labour Policy 2023**

- 1) **Introduction:** At RAM Universal Ltd, we are committed to upholding basic human rights, promoting equality in labour, and eliminating child labour, slavery, and forced labour in all aspects of our operations. We believe that every individual should be treated with dignity and respect, and we strive to create an inclusive and fair working environment. This policy outlines our commitment to these principles and serves as a guide for all employees, suppliers, contractors, and stakeholders associated with our organisation.
- 2) **Basic Human Rights:** We recognise and respect the fundamental human rights of all individuals, including our employees, suppliers, and stakeholders. We adhere to internationally recognised standards, such as the Universal Declaration of Human Rights, and strive to ensure the following rights are protected:
  - a) **Right to Equality:** We promote equality and non-discrimination in all aspects of employment, including recruitment, hiring, promotion, and compensation, regardless of race, colour, religion, gender, sexual orientation, age, disability, or any other protected characteristic.
  - b) **Right to Freedom of Association:** We respect the rights of employees to form or join trade unions, engage in collective bargaining, and exercise their right to freedom of association in accordance with local laws and regulations.
  - c) **Right to Fair and Safe Working Conditions:** We are committed to providing a safe and healthy work environment that complies with applicable laws and regulations. This includes ensuring appropriate health and safety measures, addressing workplace hazards, and promoting employee well-being.
  - d) **Right to Fair Remuneration:** We provide fair and competitive wages, benefits, and working conditions to our employees, complying with applicable laws and regulations, and ensuring a living wage that covers basic needs.
  - e) **Right to Privacy and Data Protection:** We safeguard the privacy and personal data of our employees, customers, and stakeholders in accordance with applicable data protection laws.
- 3) **Equality of Labour:** We are committed to promoting equality of labour and providing equal opportunities for all individuals. We strive to:
  - a) **Eliminate Discrimination:** We prohibit any form of discrimination or harassment based on race, colour, religion, gender, sexual orientation, age, disability, or any other protected characteristic. We ensure that recruitment, hiring, promotion, and other employment decisions are based on merit, qualifications, and relevant experience.
  - b) **Training and Development:** We provide equal access to training and development opportunities, allowing employees to enhance their skills, knowledge, and career prospects, irrespective of their background.
  - c) **Work-Life Balance:** We recognise the importance of work-life balance and support flexible work arrangements where feasible, enabling employees to fulfil their personal and professional commitments effectively.

4. **Prohibition of Child Labour, Slavery, and Forced Labour:** We categorically condemn the use of child labour, slavery, and forced labour in any form. We are committed to ensuring that:

- a) **Child Labour:** We strictly adhere to the International Labour Organisation (ILO) conventions and applicable laws regarding the minimum age of employment. We do not employ individuals below the legal working age and take steps to verify the age of our workers.
- b) **Slavery and Forced Labour:** We do not tolerate any form of slavery, human trafficking, or forced labour. We conduct due diligence to ensure that our suppliers, contractors, and business partners share the same commitment and comply with applicable laws and regulations.
- c) **Supply Chain Responsibility:** We strive to work with suppliers and partners who adhere to similar human rights standards and share our commitment to eradicating child labour, slavery, and forced labour from their operations and supply chains. We regularly assess and monitor our suppliers' compliance with our policies and address any issues promptly.

5. **Reporting and Non-Retaliation:** We encourage all employees, suppliers, and stakeholders to report any suspected violations of this policy, or any concerns related to human rights, equality of labour, or the prohibition of child labour, slavery, or forced labour. We are committed to providing a safe and confidential reporting mechanism, ensuring that no individual will face retaliation for reporting in good faith. All reports will be promptly, and thoroughly investigated, and appropriate actions will be taken to address any substantiated violations or concerns. We will maintain confidentiality to the extent possible, considering legal requirements and the need for a fair investigation.

6. **Compliance and Continuous Improvement:** We are committed to complying with all applicable laws, regulations, and industry standards related to human rights, labour equality, and the prohibition of child labour, slavery, and forced labour. We regularly review and update our policies and procedures to reflect evolving best practices and legal requirements.

We strive for continuous improvement by regularly assessing our performance, engaging with stakeholders, and implementing corrective measures as necessary. We also provide training and awareness programs to ensure that all employees and relevant stakeholders understand their responsibilities and rights under this policy.

7. **Conclusion:** At RAM Universal Ltd, we believe that respecting human rights, promoting equality of labour, and eradicating child labour, slavery, and forced labour are fundamental responsibilities. We are committed to upholding these principles across our operations and supply chains. This policy serves as a foundation for our commitment to creating a fair, inclusive, and ethical working environment for all.

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Robert James  
Managing Director

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Richard James  
Managing Director