

SLICK STITCH COMPANY HUMAN RIGHTS POLICY

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SLICK STITCH EMBROIDERY COMPANY LTD

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SLICK STITCH HUMAN RIGHTS POLICY

Introduction

Slick Stitch Embroidery Company Ltd is committed to respecting the human rights of individuals in all aspects of its operations in the UK. We also recognise that we have an opportunity to ensure that human rights are understood and observed in the areas that we work. We are dedicated to providing a safe working environment in which we meet our obligations regarding health and safety, security, equality & diversity and to ensuring that the respect and dignity of all our employees is adhered to at all times. This policy applies to all the company's employees, contractors and subcontractors.

Our commitment

We support the principles set out in the following international standards:

- UN Declaration of Human Right
- UN Guiding Principles on Business and Human Rights
- Core Conventions of the International Labour Organisation

Within our remit, we encourage others to support these standards and ask our suppliers to confirm compliance in their operations.

Policy

We understand our responsibility to respect the human rights of our employees and those of the communities in which we operate. As a services business, we have identified three main areas of responsibility:

- Labour and workplace rights including fair working conditions
- Freedom of association
- Development of local communities where we work through our community programmes

Labour and workplace rights

We provide fair working conditions for our employees including terms and conditions of employment, remuneration, working hours, health & safety, resting time, holiday entitlements and benefits. These are applied according to territory specific statutory requirements. In addition, our Responsible Sourcing Policy outlines the standards that we expect from our suppliers.

- Wages and hours: Pay will not be lower than that required by local law or, in the absence of a law, the level paid generally within that industry. Hours of work will be in line with local law or, in the absence of a law, the norm within that industry and shall not be excessive, employees shall not be contractually required to work more than 48 hours per week and overtime will only be worked on an optional basis.
- Diversity: Whilst being sensitive to cultural differences we expect the development of equal opportunities in employment without discrimination on grounds of race, religion, and gender or any other arbitrary means.
- Employment: Forced or compulsory labour is prohibited. Employees should not be forced into involuntary labour and coercion at work is not acceptable. Financial penalty as a disciplinary sanction is prohibited. Permanent employment relationships

and the obligations from such will not be unreasonably avoided. The employment models deployed will be in line with territory specific law and practices. Under these practices there will not be excessive use of alternative models such as sub-contracting or labour-only contracting.

- Working conditions: Policies and procedures for health and safety, as a minimum, meet legal requirements and where these do not exist, are sufficient to protect the well-being of employees.

Freedom of association

We respect the right of our employees' to join or not to join a trade union and as such they are free to join an organisation of their choice to represent them in line with local legislation. Where local rights to Collective Bargaining exist, it will be allowed.

As outlined in our Responsible Sourcing Policy, we also ensure that suppliers respect their employees' right to freedom of association.

Monitoring

Adherence with this and associated company policies is the responsibility of business management and overseen through our risk governance processes Company Internal Audit check adherence to key Company policies through their audit activities.

Reporting of Human Rights Violation at work.

If you suspect that there is a human rights violation at work, then you must follow the grievance process.

Reporting of Human Rights Violations with the supply chain.

To mitigate risk of Human Rights violations within the supply chain, Slickstitch endeavours to follow its supply chain policy and adheres to its Code of Conduct and Business Ethics.

To report a Human Rights Violation.

Advise to be sought through the following agencies.

Human Rights Support	Description	Website/contact
Equality Advisory Support Service (EASS)	The EASS helpline can provide advice on human rights and discrimination issues.	0808 800 0082
Equality and Human Rights Commission (EHRC)	Information about Human Rights and discrimination on EHRC website.	www.equalityhumanrights.com
Liberty	Information and advice on the different rights protected under the Human Rights Act.	www.libertyhumanrights.org.uk

British Institute of Human Rights	Human rights guides.	www.bih.org.uk
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Review

The policy will continue to be monitored and reviewed by the Senior Management in respect of its suitability and effectiveness.

We also work in consultation with our stakeholders, particularly our clients, to make sure we are meeting their expectations.