



Aqumen Business Solutions - Human Rights Policy

Aqumen Business Solutions is committed to upholding the principles of human rights in all aspects of our operations. As a family-owned recruitment business, we recognize our responsibility to respect and promote human rights within our sphere of influence. We aim to adhere to internationally recognized standards, including those outlined by Sedex, to ensure the well-being and dignity of all individuals involved in our supply chain and business activities.

Our Commitments:

- 1. Respect for Human Dignity:** We believe in treating all individuals with dignity and respect, regardless of their race, ethnicity, nationality, religion, gender, age, disability, sexual orientation, or any other characteristic.
- 2. Labor Rights:** We are committed to upholding the fundamental labor rights of all workers, including the right to fair wages, safe working conditions, and freedom of association. We oppose any form of forced labor, child labor, or human trafficking within our supply chain.
- 3. Non-Discrimination:** We will not tolerate discrimination in any form, whether in recruitment, employment, promotion, or any other aspect of our business operations. We are dedicated to providing equal opportunities for all employees and job candidates.
- 4. Health and Safety:** We prioritize the health and safety of our employees and those affected by our operations. We are committed to providing a safe and healthy work environment, implementing measures to prevent accidents and injuries, and promoting employee well-being.
- 5. Ethical Sourcing:** We are dedicated to sourcing products and services ethically, ensuring that our suppliers adhere to the same standards of human rights and ethical conduct that we uphold. We will work with our suppliers to address any human rights issues that may arise in our supply chain.
- 6. Community Engagement:** We recognize our responsibility to contribute positively to the communities in which we operate. We will engage with local stakeholders to understand their needs and concerns, and we will strive to make a positive impact through our business activities.



Implementation:

Training and Awareness: We will provide training to our employees on human rights issues relevant to our business operations, including topics such as non-discrimination, labor rights, and ethical sourcing. We will also raise awareness among our suppliers and business partners about our commitment to human rights.

Monitoring and Reporting: We will establish mechanisms to monitor compliance with this policy and address any violations that may occur. We will encourage open communication and transparency, allowing employees and stakeholders to report any concerns or grievances related to human rights.

Continuous Improvement: We are committed to continuously improving our human rights performance. We will regularly review and update this policy to reflect changes in laws, regulations, and best practices. We will also seek feedback from stakeholders to identify areas for improvement.

Conclusion:

At Aqumen Business Solutions Ltd., we believe that respecting and promoting human rights is not only the right thing to do but also essential for the long-term success and sustainability of our business. By upholding the principles outlined in this policy, we aim to create a workplace and supply chain where all individuals are treated with dignity, fairness, and respect.

This policy is endorsed by Gill Taylor our Owner and Managing Director and will be communicated to all employees, suppliers, and stakeholders. We are committed to living up to the standards set forth in this policy and to being a responsible corporate citizen in our community and beyond.

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Gill Taylor

Managing Director