



## **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 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.

### **Designated Human Rights Responsibility**

The designated person within Aqumen with responsibility for overseeing and implementing the Human Rights Policy is **Andy Taylor**.

### **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. Labour Rights:**

We are committed to upholding the fundamental labour rights of all workers, including the right to fair wages, safe working conditions, and freedom of association. We oppose any form of forced labour, child labour, 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.

### **Stakeholder Engagement**

Aqumen acknowledges that meaningful engagement with stakeholders is crucial for the effective implementation of our Human Rights Policy. Key stakeholders include employees, clients, workers, suppliers, customers, local communities, and regulatory bodies. We commit



to regular dialogue and collaboration with these groups to ensure transparency, foster trust, and address any human rights concerns that may arise.

### **Potential Human Rights Impacts**

We recognize that our business activities may have potential human rights impacts, particularly in the following areas:

- **Employment practices** (e.g., fair wages, working conditions including health and safety and non-discrimination)
- **Supply chain operations** (e.g., ethical sourcing and prevention of forced labour)
- **Community relations** (e.g., respecting local cultures and contributing to community well-being)

To mitigate these potential impacts, we will initially develop and then conduct appropriate human rights impact assessments. We will take appropriate, proactive steps to prevent or address any identified risks.

### **Remediation Mechanisms**

In cases where human rights issues arise, Aqumen is committed to providing effective remediation. This includes:

- Establishing clear grievance mechanisms that are accessible to all stakeholders.
- Investigating reported concerns promptly and impartially.
- Taking corrective actions to resolve issues and prevent recurrence.
- Reporting outcomes transparently to affected parties.

### **Confidential Reporting and Protection Against Reprisal**

Aqumen is committed to maintaining a transparent system for confidentially reporting and addressing human rights concerns. This system ensures that:

- Stakeholders, including employees and suppliers, can report human rights issues without fear of reprisal.
- Reports can be made anonymously if preferred.
- All reports will be handled confidentially, investigated impartially, and acted upon promptly.
- Measures will be in place to protect reporters from any form of retaliation or negative consequences resulting from their reporting.

### **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, labour 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 Aqumen Recruitment