

Human Rights & Modern Slavery Policy

ABFAD Limited - Abseiling & Coating Specialists

HUMAN RIGHTS & MODERN SLAVERY POLICY

This policy document applies to your employment at Abfad Limited.

For any policy to be effective it must be applied throughout the Organisation, this policy therefore applies to all staff regardless of position or seniority.

Introduction:

Abfad Limited serves clients within the UK and is working towards licensing our technology overseas. We recognise the need to act in accordance with internationally-recognised human rights and standards, including the International Bill of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights, making them integral to the way we operate.

Aims:

Our purpose is to solve important Industrial problems for our clients and build trust in the standard of our services.

Operating Actions:

We're working to guard against being complicit in human rights violations and to uphold the human rights of our people and any other individuals that we're in contact with, either directly or indirectly.

Scope:

Our Human Rights Policy applies to all UK staff. We also expect our suppliers to respect and adhere to this policy, which is addressed in our Global Third Party Code of Conduct. Principles: Abfad Limited will seek to avoid causing or contributing to adverse human rights impacts through our own activities and address such impacts, if they do occur, in a timely and appropriate manner; Seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products and services through our business relationships; Provide for, or cooperate in their remediation through legitimate processes, if we identify that we have caused or contributed to adverse human rights impacts; Continue to look for ways to support the promotion of human rights within our operations and our sphere of influence.

Policy:

This sets out our position with respect to human rights and modern slavery and sits alongside our Employment Manual, Health and Safety Policy, Global Human Rights Statement and the Global Third Party Code of Conduct. Our statements below draw upon the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work:

Child Labour: Abfad Limited will not permit the use of child labour and will comply with all relevant laws in this regard. We do, however, support legitimate workplace apprenticeships, internships and other similar programmes that comply with the applicable laws and regulations.

Modern slavery: Abfad Limited will not use forced, bonded or involuntary labour, and workers are not required to lodge 'deposits' or identity papers with the firm and can leave after giving reasonable notice, with all wages owed to be paid. We have a zero-tolerance approach towards human trafficking.

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Health, Safety and Hygiene: All Abfad Limited employees will work in an environment that is both safe and healthy, in line with our UK Health and Safety Policy and Procedures.

Discipline: Abfad Limited prohibits physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation. Disciplinary and grievance procedures are clearly documented and communicated to all employees in our Employee Manual. All disciplinary measures of a serious nature are recorded and actioned.

Freedom of Association and Employee Representation: Abfad Limited recognises that all its employees have the right to form and join organisations of their own choosing as long as this does not contravene the firm's quality or health and safety procedures, which ensures the regulatory requirements of our business. The company takes active measures to seek employees' views about the company, respects employees' rights to belong to trade unions and fully complies with our legal obligations to inform and consult employees.

Working Hours: Abfad Limited will ensure that working hours are reasonable and comply with the law and industry standards.

Equality of Treatment: Abfad Limited is fully committed to eliminating discrimination in recruitment, training and working conditions, on grounds of race, colour, sex, age, religion, political opinion, national extraction, sexual orientation, disability or social origin and to promoting equality of opportunity and treatment as outlined in the Employment Manual.

Employment terms: Abfad Limited will provide written and clear contracts which detail the terms and conditions of its staff employment. We will ensure that work performed by employees is on the basis of recognised employment law and practice.

Remuneration: Abfad Limited will, at a minimum, provide wages and benefits that meet national standards. We operate to government legislation regarding the Living Wage. We will provide employees with clear written information on their pay and conditions.

Abfad Limited prohibits deductions on employees' wages as a disciplinary measure.

Abfad Limited is committed to equal pay and benefits for men and women for work of equal value.

Grievance and remediation:

Chris Haritou and Alan Fada are responsible for the firm's Human Rights Policy.

Where a human rights violation is identified, we'll work with all parties involved to seek access to remedy, compensation and justice for the victim. We'll also investigate the root cause so that we can take appropriate steps to prevent such a violation reoccurring.

Company Directors are available to be contacted on mobile phones: (07711 039 327 Chris Haritou & 07711 064155 Alan Fada) which are available to all staff who come across unethical behaviour that can't be resolved locally or for which the normal consultation process isn't suitable. Anyone raising a genuine concern will be protected from victimisation.

Third parties (including suppliers) can also telephone these helpline numbers,

Review:

Our Human Resource personnel will review the policy on an annual basis with respect to its relevance and effectiveness and will make improvements as necessary.

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Clear Communication

This policy will be communicated to staff via the Employee Handbook, during induction, and at staff meetings. Human Rights & Modern Slavery Policy are accessible to our staff and to other interested parties on request.

Training

All personnel are provided with information regarding modern slavery when employed. Any questions or concerns are addressed to Human Resource department and if cannot be resolved at this level are forwarded to Abfad Directors to resolve.

Date of Implementation 29th of June 2020.

Date of Annual Review 29th of June 2023.



C.S. Haritou CMIOSH 189787
Managing Director
ABFAD Limited



Chartered Safety and
Health Practitioner