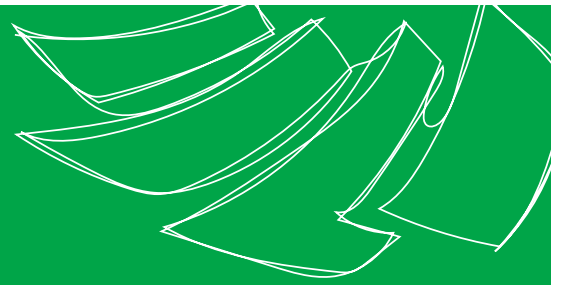


Human Rights Policy



Introduction

At Finsbury Green we are committed to respecting and protecting human rights in our operations. This policy is based on the Ethical Trading Initiative (ETI) Base Code and international standards to ensure ethical and fair working conditions. We expect the same commitment from our suppliers, contractors, and business partners.

Scope

This policy applies to all employees, suppliers, and business partners of Finsbury Green, reinforcing our commitment to human rights throughout our operations and supply chain.

1. No Forced Labor

We do not tolerate forced, bonded, or involuntary labour. All employees have the right to work freely and leave employment as they choose. Our suppliers must also ensure that all labour is voluntary and free from coercion.

2. Freedom of Association

Workers can join trade unions and negotiate collectively without fear of discrimination or retaliation. We require our suppliers to respect this right as well.

3. Safe and Healthy Workplace

We provide a safe, clean, and healthy work environment, taking proactive measures to prevent accidents and injuries. Suppliers must also maintain safe working conditions for their employees.

4. No Child Labor

We do not employ underage workers and strictly follow child labour laws. Our suppliers must comply with all legal age requirements for employment.

5. Fair Wages

We pay wages that meet or exceed the legal minimum, ensuring workers can meet their basic needs. We expect our suppliers to compensate their workers fairly and in accordance with legal standards.

6. Reasonable Working Hours

We comply with local laws on working hours and ensure adequate rest periods. Suppliers must also adhere to working hour regulations and provide reasonable schedules.

7. No Discrimination

We do not tolerate discrimination based on race, gender, age, disability, religion, sexual orientation, or any other protected characteristic. Our suppliers must uphold the same principles of non-discrimination.

8. Stable Employment

We provide employment based on legal agreements, avoiding unfair temporary contracts. Suppliers should ensure that their employment practices align with legal standards and promote job security where possible.

9. Respectful Treatment

We prohibit all forms of abuse, harassment, and inhumane treatment in the workplace. We require our suppliers to uphold these same standards.

Human Rights Policy (continued)

10. Monitoring and Compliance

We audit internally and review our social practices against an established framework for relevance, prioritising objectives, setting targets and compliance with this policy. We expect our suppliers to conduct similar assessments and provide transparency regarding their adherence to ethical labour practices.

11. Reporting Concerns

Employees, suppliers, and stakeholders can report concerns without fear of retaliation, and we take appropriate corrective actions. We encourage suppliers to establish reporting mechanisms for their workers as well.