

QA107

## Human Rights Policy & Statement

Date Revised: 13-Mar-20

Issue No. 2

Change Note: CN0562



### Human Rights

It is a goal of Hymid to respect the human rights, which includes avoiding causing or contributing to adverse human rights impacts through its activities and addressing such impacts if and when they occur. Company personnel must follow Hymid's policies as well as comply with relevant national laws and regulations related to human rights. Company personnel should also work to reduce exposure to human rights risk by identifying risks, monitoring, remediation and public reporting.

### Slavery and Human Trafficking

Slavery and forced labour can take many forms, including human trafficking or child labour. Hymid will not tolerate forced labour (including human trafficking) or child labour in our operations and we will conduct internal audits of our manufacturing locations to ensure compliance. Our processes include actions to safeguard against human rights abuses (including forced labour and human trafficking) in our supply chain, including:

Our Terms and Conditions forbid the use of forced labour, child labour and physically abusive disciplinary practices. We reserve the right to terminate our relationship with a supplier if issues of noncompliance with our policies are discovered and/or noncompliance is not addressed in a timely manner.

We assess risk related to human trafficking and forced labour associated with our supply base. Our preliminary assessment is based upon geography, the commodity purchased, supplier quality performance and the nature of the business transaction. Hymid performs this risk assessment with input from external stakeholders. This can be in the form of a pre audit questionnaire for a new supplier and as part of the regular management systems audits for existing suppliers.

### Working Conditions

#### Child labour

Hymid will not use child labour. In no event will Hymid employ any person below the age of 15, unless this is part of a government-authorised job training or apprenticeship program that would be clearly beneficial to the persons participating.

#### Compensation

Hymid will promote our employees' material well-being by providing compensation and benefits that are competitive and comply with applicable law.

#### Forced Labour

Hymid will not use forced labour in any form, including human trafficking, and will not tolerate physically abusive disciplinary practices.

#### Freedom of Association and Collective Bargaining

Hymid will work constructively with recognised employee representatives to promote the interests of its employees. In locations where employees are not represented by unions, Hymid will provide opportunities for employee concerns to be heard.

#### Harassment and Discrimination

Hymid will not tolerate harassment or discrimination on the basis of gender, race, colour, religion, age, national origin, sexual orientation, gender identity, or disability.

#### Health and Safety

Hymid will provide and maintain for all personnel a safe and healthy work environment that meets or exceeds applicable legal standards for occupational safety and health.

#### Work Hours

Hymid will comply with applicable laws regulating hours of work.

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### **Bribery and Corruption**

Hymid will under no circumstances tolerate the giving or receiving of money, gifts, or favours to influence improperly the behaviour of another individual, organization, government employee, politician or government body in furtherance of a commercial or personal advantage. Bribery is never permitted, even in countries or regions where it may appear to be tolerated or condoned.

### **Environment and Sustainability**

Hymid will conduct business in a manner that provides responsibly for the protection of health and the environment. Hymid will as practicable, continue to reduce and minimize the environmental impact of its operations in the short term, and work toward the implementation of environmentally sustainable strategies in the long term.

### **Responsibility and Implementation**

Hymid encourages businesses throughout the supply chain to adopt and enforce similar policies and to have its subcontractors do so. Further, Hymid will seek to identify and do business with organizations that conduct their businesses to standards that are consistent with this Policy Letter, including working to extend these principles within their own supply chain. Hymid will, as appropriate, seek the assistance of independent third parties to assess compliance with this Policy. This Policy is not intended to benefit any third parties or to create or confer any third-party rights.

All Company personnel must report known or suspected violations of this Policy through the established reporting channels. Hymid prohibits retaliation against anyone who in good faith reports a violation.

Tom McMurtrie OBE  
Managing Director

A handwritten signature in black ink, appearing to read "Tom McMurtrie", written over a horizontal line.

Date 27 Nov 2023