



WHITEMEADOW  
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## **HUMAN RIGHTS POLICY**

### **Purpose**

This policy sets out the standards we expect across the business to ensure that all employees understand the ethical and social values we respect, and our ongoing commitment to uphold human rights.

We are committed to treating all people with dignity, respect and fairness, and to conducting our business in an ethical and responsible manner at all times.

We align our approach with recognised standards, including the United Nations Guiding Principles on Business and Human Rights, and expect the same high standards across our operations and our supply chain.

### **Our Commitment**

Human rights are the basic rights and freedoms that belong to everyone. We are committed to respecting these rights in everything we do, and to ensuring our workplace reflects these principles in practice.

We aim to create an environment where:

- Everyone is treated fairly and with respect
- Individuals feel safe, valued and able to speak up
- Unacceptable behaviour is challenged and addressed

### **Our Principles**

To support this commitment, we will:

#### a) Equality, Diversity and Inclusion

Ensure that no form of discrimination takes place in any area of our business, including recruitment, pay, promotion, training and termination.

We do not tolerate discrimination on the grounds of race, colour, ethnic origin, age, religion or belief, disability, marital status, nationality, sex, sexual orientation, gender reassignment or any other protected characteristic.

We are committed to building an inclusive workplace where everyone is respected and has equal opportunity to succeed.

#### b) Freedom of Association

Respect employees' rights to freedom of association and to join (or not join) trade unions or representative bodies, in line with legal requirements.

#### c) Respectful Workplace

Provide a working environment that is free from bullying, harassment, victimisation and abuse (whether physical, verbal or psychological).

Any form of inappropriate behaviour will not be tolerated and will be dealt with in line with Company procedures.

#### d) Health, Safety and Wellbeing

Take all reasonable steps to provide a safe and healthy working environment.

We are committed to preventing injury and ill health by identifying and reducing risks and by promoting a culture where safety and wellbeing are a priority for everyone.

#### e) Environmental Responsibility

Operate responsibly to minimise environmental impact where reasonably practicable and seek safer and more sustainable ways of working where possible.

#### f) Modern Slavery and Ethical Conduct

We have a zero-tolerance approach to modern slavery, forced labour and human trafficking.

We are committed to acting ethically and with integrity in all business dealings and relationships, and to implementing effective systems and controls to ensure this does not take place within our business or our supply chain.

### **Raising Concerns**

We encourage employees to speak up if they have any concerns relating to breaches of this policy.

Concerns can be raised through:

- Your line manager
- HR (People Team)
- The Company's whistleblowing process

All concerns will be taken seriously and handled sensitively. Employees will not be treated unfavourably for raising a genuine concern.

## **Responsibilities**

### **Employees**

All employees are expected to:

- Act in line with this policy and Whitemeadow values
- Treat others with respect and dignity
- Speak up about concerns where appropriate

### **Managers**

Managers are expected to:

- Lead by example
- Promote a respectful and inclusive culture
- Take concerns seriously and act promptly
- Seek support from HR where required

### **The Company**

The Company will:

- Promote awareness of this policy
- Provide appropriate support and guidance
- Investigate concerns where raised
- Take appropriate action where standards are not met

### **Standards of Behaviour**

All employees are expected to conduct themselves in line with the highest ethical standards.

Any breach of this policy, including inappropriate behaviour or failure to act in accordance with our values, may result in disciplinary action, up to and including dismissal for gross misconduct.

This policy is supported by the Senior Leadership Team and reflects the standards we expect across the business



Signed: Andy Kitchen  
Position: Chief Executive Officer

Dated: 3 June 2026