

CARR & DAY & MARTIN

EST. 1765

Human Rights Policy & Statement

Carr & Day & Martin Ltd. is committed to developing an organisational culture which implements a policy of support for internationally recognised human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions on Labour Standards.

Carr & Day & Martin Ltd. seeks to identify, assess and manage human rights impacts within our value chain in line with the following policy aims:

1. Employees

To respect the human rights of our employees, including non-discrimination, prohibition of child and forced labour.

2. Suppliers and Contractors

To evaluate and select major suppliers and contractors, taking into consideration Carr & Day & Martin Ltd.'s Human Rights Policy, and to monitor their performance where appropriate. To advance the application of the ILO Declaration on Fundamental Principles and Rights at Work through engagement and collaboration where necessary. To ensure as far as feasible there is no child, forced, trafficked or slave labour in the Carr & Day & Martin Ltd. value chain.

3. Local Communities

To respect the cultures, customs and values of the people in communities in which we operate. To contribute, within the scope of our capabilities, to promote the fulfilment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

4. Society

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognized human rights. To play a positive role, within our spheres of influence, in capacity-building for the realization of human rights within countries of operation. To promote the realization of environmental sustainability and development through our core business and through our participation in other activities where appropriate. To uphold the highest standards in business ethics and integrity and where appropriate to support efforts of national and international authorities to establish and enforce such standards for all businesses.

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Carr & Day & Martin Ltd. is committed to developing an organizational culture which implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights and seeks to avoid complicity in human rights abuses.

Our commitment to the realization of human rights is set out in our Human Rights Policy & our Code of Conduct.

We conduct our operations with honesty, integrity and openness, and with respect for the human rights and interests of our employees. We similarly respect the legitimate interests of those with whom we have business relationships.

In our business dealings we expect our partners to adhere to business principles consistent with our own. We prohibit discrimination, forced, trafficked and child labour and are committed to safe and healthy working conditions and the dignity of the individual.

A handwritten signature in black ink that reads "Gareth Connolly". The signature is written in a cursive style with a large, sweeping underline that loops back under the name.

Gareth Connolly

CEO

27/08/2021