



Human Rights Compliance

At LtL we are committed to protecting the human rights of all our colleagues and of everyone who receives direct or indirect services from us.

As a responsible, ethical organisation, we fully support the principles of the United Nations Declaration of Human Rights and all associated legislation.

This policy statement has been developed with reference to the following documents:

- The Human Rights Act 1998
- The Modern Slavery Act 2015
- The Ethical Trading Initiative Base Code
- The Childs Rights and Welfare Impact Assessment requirements

Our responsibility for human rights encompasses:

- Our offices, operating sites and projects, including staff, board members, customers and partners.
- Our supply chain — we only work with organisations who also meet all legislation and we aspire to work with organisations whose ethics and practice exceed 'the minimum'. We will actively seek appropriate quality marks or approval schemes in our supply chain.

Key principles

Child Labour - We will not employ workers under the legal minimum age for work as stipulated by the Employment Act 2008.

Forced Labour -We will not make use of any forced labour or debt-bondage labour in accordance with the Modern Slavery Act 2015.

Discrimination - We will not discriminate against any person based on their protected characteristics and will uphold Article 14 of the Human Rights Act 1998 in respect of protection from discrimination.

Discipline - We will not employ, or allow to be employed, any form of corporate punishment, physical coercion or verbal abuse. Any disciplinary matter will be dealt with through formal procedures.

Working Hours - Working time directives will be adhered to as per the Working Time Regulations 193.098 with opt-out clauses publicised to staff.

Remuneration - Wages paid for standard working hours will meet or exceed national minimum wage or living wage levels as appropriate.