



HUMAN RIGHTS POLICY

Purpose

Human rights are the universal, inalienable rights and freedoms (whether economic, civil, political, social, cultural or labour) to which all people are entitled, equally and without discrimination. This policy sets out the measures that Highfield Park (henceforth referred to as the Company) will take to protect these rights.

Roles and Responsibilities

Employees:

- To take personal responsibility for observing, upholding, promoting and applying this policy.

Manager:

- To ensure the effective implementation of the policy.
- Take action if you are made aware of any potential breach of the policy.

Introduction

The Universal Declaration of Human Rights provides that the inherent dignity and the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.

Scope

This policy applies to all individuals working for Highfield Park including directors, employees, workers and contractors. We expect our suppliers and business partners to respect and adhere to this policy in all dealings.

Our commitment

Highfield Park recognises our responsibility to respect the rights and dignity of all people in accordance with the International Bill of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Human Rights Act 1998, The International Covenant on Civil and Political Rights, The International Covenant on Economic, Social and Cultural Rights, The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, The United Nations Global Compact and The United Nations Guiding Principles on Business and Human Rights.

We understand that respecting human rights includes avoiding infringing on the human rights of others, addressing adverse impacts should they occur and contributing to the fuller enjoyment of human rights as part of our commitment to our employees, our customers and any individuals that we are in contact with, either directly or indirectly.

Highfield Park seeks to avoid causing or contributing adversely to the rights of others through our activities, products and services and, where we are made aware that this has inadvertently happened, we will seek to immediately mitigate and prevent any further adverse human rights impacts. We are further committed, as far as we are able, to proactively avoid complicity in abuses of human rights by any of our business partners.

Key impact areas

Our approach to human rights begins with understanding how our activities, products and services may impact (either positively or negatively), on our employees, contractors, customers and the broader community.

Equality, diversity and inclusion

We are committed to providing a working environment based on dignity, trust and respect, that is free from discrimination, harassment, bullying or victimisation.

Employee rights

We are committed to providing fair working conditions for our employees which ensures:

- Reasonable working hours and resting times;
- Fair remuneration which meets national standards;
- Annual leave entitlement, maternity, paternity and adoption leave and benefits compliant with current legislation;
- High standards of health and safety for all employees.
- Highfield Park respects the right for our employees to form or join labour unions.

We oppose slavery and human trafficking. Please refer to our Modern Slavery Statement for more information.

Supply Chain

We are committed to ensuring that our purchasing activities are carried out in an environmental and socially responsible manner.

Customers

We are committed to ensuring the rights of our customers which includes:

- Product quality and safety
- Clear pricing
- Responsible marketing
- Protection of data.

Reporting

We encourage anyone who believes their human rights to have been breached by the company to report their concerns.

Review and audit

This Policy is reviewed regularly in order to identify any new areas of human rights risk that may arise and ensuring that we remain compliant with current legislation.