

POLICY STATEMENT

At nineteen47, we believe that every person has the right to be treated with dignity, fairness, respect and equality. We recognise that human rights are fundamental freedoms and protections that belong to all people, regardless of their background, identity, beliefs or circumstances.

We are committed to creating a workplace where everyone feels safe, valued, respected and able to contribute fully. We believe that embracing Justice, Equity, Diversity, Inclusion and Belonging is an important part of respecting and protecting human rights.

This policy outlines our commitment to supporting human rights throughout our business and value chain, and to ensuring that our decisions, behaviours and practices reflect these principles.

SCOPE

This policy applies to all employees, directors, contractors, consultants and agency workers. It also informs how we select, appoint and work with suppliers, business partners and any other individuals or organisations that work with or on behalf of nineteen47.

OUR COMMITMENT TO HUMAN RIGHTS

nineteen47 supports internationally recognised human rights. Our approach is informed by the following recognised frameworks:

- The United Nations Guiding Principles on Business and Human Rights.
- The Universal Declaration of Human Rights and the wider International Bill of Human Rights.
- The International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

We are committed to maintaining a workplace that is free from discrimination, harassment, victimisation, exploitation and unfair treatment. We will:

- Treat all people with dignity and respect.
- Provide equal opportunities and fair treatment for everyone.
- Maintain a workplace free from discrimination and harassment.
- Promote employee wellbeing, health and safety.
- Respect freedom of thought, belief, religion and expression.
- Support the right of individuals to raise concerns without fear of retaliation.
- Comply with all applicable employment, equality and human rights legislation.
- Consider human rights impacts when making business decisions.

PREVENTING AND ADDRESS ADVERSE IMPACTS

Where we identify an actual or potential adverse human rights impact connected to our own activities or value chain, we will consider the nature and severity of the impact and take proportionate action to prevent, mitigate or address it. This may include engaging with the people or organisations involved, reviewing our practices or relationships, agreeing corrective actions and monitoring progress. Where appropriate, we will use our influence to encourage responsible action by suppliers and business partners.

SUPPLIERS AND BUSINESS PARTNERS

Our human rights and Justice, Equity, Diversity, Inclusion and Belonging principles inform how we select and work with suppliers and business partners. We will consider alignment with these principles during selection, appointment and ongoing relationship management, taking a proportionate and risk based approach.

We expect suppliers and business partners to respect human rights, provide fair and safe working conditions, act lawfully and responsibly, and address concerns connected to their activities. Where concerns arise, we will seek appropriate improvement and may reconsider the relationship if serious issues are not addressed.

JUSTICE, EQUALITY, DIVERSITY, INCLUSION AND BELONGING

We recognise that treating everyone the same does not always create fairness. Through our commitment to Justice, Equity, Diversity, Inclusion and Belonging, we aim to create an environment where all individuals have access to the support, opportunities and resources they need to thrive.

Justice: Creating fair systems, policies and practices that remove barriers and help address inequalities.

Equity: Recognising that people have different needs and circumstances and providing appropriate support to ensure fair access to opportunities.

Diversity: Valuing and celebrating the differences that make people unique, including but not limited to age, disability, ethnicity, race, gender identity, sexual orientation, religion, belief, family circumstances and lived experiences.

Inclusion: Creating a culture where everyone feels welcomed, respected, heard and able to participate fully.

Belonging: Fostering an environment where people feel accepted, supported and able to be their authentic selves.

We believe these principles directly support human rights by helping to ensure that all individuals are treated fairly, have equitable access to opportunities and feel respected regardless of their background or identity.

HOW WE PUT OUR COMMITMENT INTO PRACTICE

We will support these commitments through practical and proportionate action, including:

- Using inclusive recruitment and selection practices, with fair access to development, progression and opportunities.
- Seeking employee feedback through appropriate channels and using it to inform improvements to our culture and people practices.
- Providing leaders and managers with education and guidance to support inclusive, fair and respectful decision making.
- Reviewing people policies, processes and practices through a Justice, Equity, Diversity, Inclusion and Belonging lens, and addressing barriers or unintended disadvantages where identified.
- Supporting awareness, learning and open conversation, while respecting that participation in feedback and awareness activities may be voluntary where appropriate.
- Monitoring relevant themes and actions so that progress can be reviewed and priorities can be updated.

OUR EXPECTATIONS

All employees are expected to:

- Treat colleagues, clients, suppliers and members of the public with dignity and respect.
- Behave in a manner that supports an inclusive and welcoming workplace.
- Challenge inappropriate behaviour where it is safe and appropriate to do so.
- Report concerns relating to discrimination, harassment, bullying or human rights issues.
- Support the values and commitments outlined in this policy.

RAISING CONCERNS

Any individual who believes that human rights have been compromised, or who has experienced or witnessed discrimination, harassment, bullying or unfair treatment, is encouraged to raise their concern with their line manager, the Head of Experience or a Director.

All concerns will be treated seriously and handled fairly, sensitively and confidentially where possible. Retaliation against any person who raises a genuine concern will not be tolerated.

MONITORING, GOVERNANCE & REVIEW

nineteen47 will monitor and review this policy to ensure it remains effective, relevant and aligned with our values, legal obligations and commitment to continuous improvement. Employee feedback, education, awareness activity and review of our people practices will help inform this work.

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Version : 1

Name/Position: Jamie Pyper

Signature:



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