

Human Rights Policy Statement

Amtico should respect human rights meaning that we should avoid infringing on the human rights of others and address adverse human right impacts where we are involved.

Human Rights in the Workplace and Labour Practices

An authoritative list of core internationally recognised human rights is contained in the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights and the main instruments through which it has been codified: the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), coupled with the principles concerning fundamental rights in the eight International Labour Office (ILO) core conventions as set out in the Declaration on Fundamental Principles and Rights at Work.

Amtico's responsibilities

The responsibility of Amtico to respect human rights refers to internationally recognised human rights – understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisations' Declaration on Fundamental Principles and Rights at Work.

Amtico will avoid causing, or contributing to, adverse human rights impacts through our own activities and address such impacts when they occur.

Amtico will seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products, or services by their business relationships, even if they have not contributed to those impacts.

The Board of Directors and Senior Managers have overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those under our control comply with it.

The HR Director has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it and auditing internal control systems and procedures to ensure they are effective in adhering to human rights legislation.

Line managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it.

Human Rights Remediation Programme

Amtico addresses adverse human rights impacts taking adequate measures for their prevention, mitigation and, where appropriate, remediation.

Human Rights Due Diligence

In order to identify, prevent, mitigate, and account for how we address our human rights impacts, Amtico will carry out human rights' due diligence. The process will include actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed.

Human rights due diligence covers adverse human rights impacts that Amtico may cause or contribute to through its own activities, or which may be directly linked to its operations, products, or services by our business relationship.

The prevention, detection, and breach of human rights in any part of our business or supply chain is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of human rights breaches in any part of our business or supply chain of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your manager or report it in accordance with our Speaking Up Policy as soon as possible. Amtico's whistleblowing procedure is designed to make it easy for workers to make disclosures without fear of retaliation. Employees, customers or others who have concerns can use our confidential helpline 0800 086 9260 or access via the web on amtico.ethicspoint.com.

If you are unsure about whether a particular act, the treatment of workers more generally or their working conditions within any tier of our supply chains constitutes a breach of human rights, raise it with your manager or the HR Director.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that human rights breaches, of whatever form, are, or may be, taking place in any part of our own business or in any part of our supply chain. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the HR Director immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure.

Our zero-tolerance approach to breaches of human rights must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Our Colleagues, Customers and Clients

Amtico has developed an Ethical Business Policy, based on the Ethical Trading Initiative (ETI) Standard, to ensure that all colleagues customers and clients are treated fairly, honestly and with respect for their basic human rights and dignity. The Child Labour, Remediation and Young Worker Policy and the Freedom of Association and Collective Bargaining Policy both support the United Nations and ILO conventions.

Our Modern Slavery and Human Trafficking Statement sets out actions to understand all potential slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our business and its supply chains.

Our Dignity at Work Policy supports Amtico's commitment to creating a working environment free of harassment and bullying, where everyone is treated with dignity and respect.

Amtico believes in acting with care and responsibility in matters of health, safety, and environmental protection. For further information, refer to Amtico's Health, Safety and Environmental Policy.