

Human Rights Policy Statement

1.0 Introduction

Amtico should respect human rights by avoiding infringement and addressing adverse human rights impacts where we are directly or indirectly involved. This policy covers all employees, officers, consultants, contractors, casual workers and agency workers.

2.0 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.

3.0 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 Organisation's 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. We will also seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products, or services by business relationships, even if we have not contributed to those impacts.

The Board of Directors and Senior Managers have overall responsibility for ensuring this policy complies with legal and ethical obligations. The HR Director has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, responding to queries, and auditing internal systems to ensure adherence to human rights legislation.

Line managers are responsible for ensuring those reporting to them understand and comply with this policy and receive appropriate and regular training.

4.0 Human Rights Remediation Programme

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

5.0 Human Rights Due Diligence

Amtico will carry out human rights due diligence to identify, prevent, mitigate, and account for our human rights impacts. This includes identifying actual and potential human rights impacts, acting upon the findings, tracking responses, and communicating how impacts are addressed. All staff are responsible for the prevention, detection, and reporting of human rights breaches within our business or supply chain. Employees must avoid actions that might lead to, or appear to lead to, a breach of this policy.

If you suspect a conflict or breach, report it to your manager or through our Speaking Up Policy. Amtico's whistleblowing procedure ensures disclosures can be made without fear of retaliation. The confidential helpline is 0800 086 9260, or online at amtico.ethicspoint.com. If unsure whether treatment or conditions in any tier of the supply chain breach human rights, consult your manager or the HR Director.

We promote openness and will support anyone who raises genuine concerns in good faith, even if mistaken. We are committed to ensuring that no one suffers detrimental treatment for reporting suspected breaches. Detrimental treatment includes dismissal, disciplinary action, threats or other adverse treatment due to raising concerns. If you experience this, notify the HR Director or raise it formally through our Grievance Procedure.

Our zero-tolerance approach to breaches must be communicated to all suppliers, contractors, and business partners at the beginning of relationships and reinforced as necessary. Please refer to the Supplier Requirements Manual

6.0 Colleagues, Customers and Clients

Amtico's Ethical Business Policy, based on the Ethical Trading Initiative (ETI) Standard, promotes fair and respectful treatment. Supporting documents include the Child Labour, Remediation and Young Worker Policy, the Freedom of Association and Collective Bargaining Policy, and the Modern Slavery and Human Trafficking Statement.

The Dignity at Work Policy supports a respectful and harassment-free workplace. For additional guidance, refer to Amtico's Health, Safety and Environmental Policy.