

Human Rights Policy Statement

1.0 Introduction

Amtico will respect human rights by avoiding infringement and addressing 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. These rights are supported by 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.

3.1 Modern Slavery and Human Trafficking

Amtico has a zero-tolerance approach to all forms of modern slavery and human trafficking. We prohibit forced labour, bonded labour, compulsory labour, debt bondage, involuntary prison labour and human trafficking throughout our operations and supply chain.

We are committed to acting ethically and with integrity in all business dealings and relationships and to implementing effective systems and controls designed to prevent modern slavery from occurring within our organisation or any part of our supply chain. This commitment is supported by our Modern Slavery and Human Trafficking Statement and associated due diligence processes.

3.2 Child Labour and Young Workers

Amtico is committed to protecting children from economic exploitation and work that may be harmful to their health, wellbeing, education or development.

We prohibit the employment of children below the minimum legal employment age and operate in accordance with the principles contained within ILO Convention 138 - Minimum Age Convention and ILO Convention 182 - Worst Forms of Child Labour Convention.

Where young workers are employed, appropriate safeguards will be implemented to ensure their safety, wellbeing, education and development are protected. This commitment is supported by Amtico's Child Labour, Remediation and Young Worker Policy.

3.3 Freedom of Association and Collective Bargaining

Amtico respects and supports the rights of employees to freedom of association and collective bargaining in accordance with applicable legislation and internationally recognised labour standards.

Employees are free to join, not join or participate in lawful trade unions, employee representative bodies or other recognised worker organisations without fear of discrimination, intimidation, harassment or retaliation.

Where employees choose to be represented collectively, Amtico will engage constructively and in good faith with recognised employee representatives in accordance with applicable legal and regulatory requirements. This commitment is further supported by Amtico's Freedom of Association and Collective Bargaining Policy.

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, the Modern Slavery and Human Trafficking Statement, the Ethical Business Policy, the Dignity at Work Policy, the Speaking Up Policy and the Whistleblowing Policy.

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

7.0 Equity Impact Assessment and Monitoring

7.1 Equality Principles

Amtico is committed to ensuring that this Human Rights Policy is applied fairly, consistently and without discrimination.

This policy supports the principles contained within the Equality Act 2010, the International Bill of Human Rights, and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. It is intended to promote dignity, equality, respect, freedom from exploitation and fair treatment for all individuals affected by our operations and supply chain.

7.2 Groups Potentially Affected

Human rights issues may have a disproportionate impact on certain groups, including but not limited to:

- Agency workers, temporary workers and contractors
- Young workers, apprentices and trainees
- Migrant workers
- Employees with disabilities
- Employees from ethnic, religious or cultural minority groups
- Women
- LGBTQ+ employees
- Individuals in lower-paid, insecure or vulnerable roles
- Workers within the supply chain operating in higher-risk jurisdictions or sectors

Amtico recognises that some individuals may face additional barriers to raising concerns or accessing support and will seek to ensure these barriers do not prevent individuals from exercising their rights.

7.3 Inclusive Decision-Making

When implementing this policy, managers and leaders must:

- Apply standards consistently and objectively.
- Ensure that decisions affecting employees are made fairly and without bias.
- Respect cultural, religious and individual differences.
- Consider whether any proposed action could have an unintended adverse impact on a protected group.
- Ensure individuals are able to raise concerns without fear of retaliation, victimisation or disadvantage.
- Support employees who require reasonable adjustments or additional assistance in accessing reporting mechanisms or support.

7.4 Accessibility and Speaking Up

Amtico is committed to maintaining an environment in which employees feel able to speak up about actual or suspected human rights concerns.

Employees, agency workers, contractors and other stakeholders must have access to appropriate reporting mechanisms, including management channels and whistleblowing arrangements. Concerns raised in good faith will be treated seriously and investigated appropriately. Individuals raising genuine concerns will be protected from detrimental treatment, retaliation or victimisation.

7.5 Monitoring and Oversight

The HR Director shall have responsibility for monitoring the effectiveness of this policy and reviewing any human rights-related concerns raised through:

- Grievances
- Whistleblowing reports
- Employee relations cases
- Internal audits
- Ethical trading audits
- Supplier assessments and due diligence activities
- Employee engagement and feedback mechanisms

Monitoring will seek to identify any patterns or trends that may indicate actual or potential human rights risks.

7.6 Supply Chain Considerations

Recognising that human rights risks can arise beyond Amtico's direct operations, monitoring activities will also consider:

- Labour practices within the supply chain
- Risks relating to modern slavery, forced labour and child labour
- Freedom of association and collective bargaining rights
- Working conditions and fair treatment of workers
- Supplier compliance with Amtico's ethical standards and human rights expectations

This supports Amtico's commitment to preventing and mitigating adverse human rights impacts connected to its operations, products and services.

7.7 Continuous Improvement

Amtico will review the outcomes of monitoring activity and take appropriate action where potential human rights concerns, inequalities or adverse impacts are identified.

Corrective action may include:

- Additional training and awareness activities
- Policy and procedure updates
- Supplier engagement and remediation programmes
- Enhanced due diligence measures
- Improvements to reporting mechanisms
- Additional management guidance

Lessons learned from audits, investigations, employee feedback and supply chain assessments will be used to strengthen the effectiveness of this policy and support continual improvement of Amtico's human rights framework.