



Human Rights Policy

1. Purpose

This Human Rights Policy sets out our commitment to respecting and supporting internationally recognised human rights in all aspects of our business operations.

As a small business specialising in the sale, installation, servicing and maintenance of compressed air systems and ancillary equipment; we recognise our responsibility to treat all people fairly, safely, and with dignity, including employees, customers, suppliers, contractors, and members of the public.

2. Scope

This policy applies to:

- All employees
- Directors and managers
- Temporary workers and contractors
- Suppliers and subcontractors working on our behalf

The policy applies across all business activities, including office operations, workshop activities, customer sites, procurement, installation, servicing, and maintenance work.

3. Our Commitments:

3.1 Respecting Human Rights

We support the principles contained within:

- The Universal Declaration of Human Rights
- The UK Modern Slavery Act 2015
- Applicable UK employment, equality, and health and safety legislation

We will seek to avoid causing or contributing to adverse human rights impacts through our business activities.

3.2 Equal Opportunity and Non-Discrimination

We are committed to providing a workplace free from discrimination, harassment, bullying, or victimisation.

Employment decisions including recruitment, training, promotion, pay, and development will be based on merit, qualifications, and business needs, regardless of:

- Age
- Disability



- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

3.3 Safe and Healthy Working Conditions

Given the nature of our engineering and site-based work, we place high importance on health and safety. We are committed to:

- Providing safe systems of work
- Supplying appropriate tools, equipment, and PPE
- Maintaining safe working environments
- Providing appropriate health and safety training
- Encouraging employees to report hazards and unsafe practices

No employee will be expected to work in unsafe conditions.

3.4 Fair Employment Practices

We will:

- Comply with applicable employment laws and regulations
- Pay employees fairly and on time
- Respect working time regulations and rest periods
- Provide lawful contracts and terms of employment
- Treat employees with dignity and respect

Forced labour, child labour, slavery, and human trafficking are not tolerated under any circumstances.

3.5 Freedom of Expression and Communication

Employees are encouraged to raise concerns, suggestions, or complaints without fear of retaliation and we will seek to address concerns fairly, confidentially, and promptly.

3.6 Responsible Supply Chain Practices

Although we are a small business, we aim to work with suppliers and subcontractors who share our commitment to lawful and ethical working practices.

We expect suppliers and contractors to:

- Comply with applicable labour laws



- Provide safe working conditions
- Prohibit forced labour and child labour
- Treat workers fairly and respectfully

4. Responsibilities

Management is responsible for:

- Implementing this policy
- Promoting a respectful and safe working environment
- Addressing concerns appropriately
- Reviewing practices where risks are identified

All employees are expected to:

- Treat others with respect
- Follow company policies and procedures
- Report concerns relating to safety, discrimination, unethical conduct, or human rights issues

5. Reporting Concerns

Any employee, contractor, or stakeholder who believes this policy is being breached is encouraged to report concerns to management. Concerns will be taken seriously and investigated appropriately. Retaliation against anyone raising a genuine concern in good faith will not be tolerated.

6. Review

This policy will be reviewed periodically to ensure it remains appropriate to the size, nature, and activities of the business and reflects relevant legal and ethical standards.

A handwritten signature in black ink, appearing to read "M. Scott", is written over a faint, rectangular grid background.

Signed

Mark Scott, Managing Director, 20th May 2026