



# Group Human Rights Policy

The following policy has been approved by GEC and applies to all countries of operation.

“In addition to obeying the laws, rules and regulations of every country in which we operate, the Group will respect and support the United Nations, Universal Declaration of Human Rights, together with the International Labour Organisation (ILO) Fundamental Conventions, covering freedom of association, the abolition of forced labour, equality and the elimination of child labour. We will communicate this policy to all our employees, world-wide and provide appropriate training.”