



Human Rights Policy (GMS01-03)

Purpose and Application

LRQA is committed to respecting the human rights of our colleagues and business partners, and it is our policy to comply with all laws, rules and regulations governing human rights in the territories in which we operate.

This Human Rights Policy applies to all our colleagues, anyone doing business for/with LRQA, and others acting on our behalf.

Any breach of this Policy will be regarded as a serious matter and is likely to result in disciplinary action including dismissal, or deselection.

1. LRQA's commitment

LRQA expects human rights to be respected in all our worldwide operations any by our business partners. We will not tolerate, or condone, abuse of human rights within any part of our business or value chain and will take seriously any allegations of human rights abuses.

LRQA is a Participant of the United Nations Global Compact (UNGC) and respects and supports all its principles, including those regarding human rights and labour. Our approach is also guided by international norms and standards including the International Bill of Human Rights, International Labour Organization's Core Conventions, and the UN Guiding Principles on Business and Human Rights.

Our key principles include:

- Our recruitment and employment practices, including payment of wages and benefits, complies with applicable laws and regulations.
- We do not tolerate forced labour or other involuntary labour. LRQA does not confiscate personal documents of colleagues nor force colleagues to make any payment to secure employment or undertake work with LRQA.
- We promote fair reward, diversity, inclusion, equality and equity, and other human rights through our decisions on hiring, remuneration, training and promotion. We do not unfairly discriminate on any ground including (but not limited to) race, religion, colour, gender, gender reassignment, sex, sexual orientation, marital status, age, nationality, disability or any other category protected by applicable law.
- We recognise and respect each colleague's right to freedom of association, including the right to join trade unions.
- We strive to create safe, inclusive and respectful working conditions. The health and wellbeing of our people is our top priority, and we recognise their right to enjoy a physically and psychologically safe work environment
- We do not knowingly engage with or deal with any suppliers involved in slavery, human trafficking or other human rights abuses.

2. Code of Ethics Principles

We:

- are committed to working with our clients and business partners to respect and remedy human rights;
- comply with all applicable laws and regulations relating to human rights;
- identify, prevent and mitigate potential or actual adverse human rights impacts resulting from our activities or through our relationships with subcontractors, suppliers or clients.

We never:

- turn a blind eye to suspicions of human rights abuse in our supply chain;

3. Our Suppliers

Our requirements of our supply chain partners with regards to human rights are set out in the LRQA Business Partner Code of Conduct. We require our suppliers to comply with all applicable local legislation as well as adhering to our Business Partner Code of Conduct.

Our Business Partner Code of Conduct places obligations on our suppliers to provide a safe working environment for their employees. Our suppliers must provide a working environment where employees do not suffer from harassment, verbal, visual, or physical abuse. We also expect our suppliers to promote equal opportunities and respect local laws relating to wages and working hours.

LRQA operates a zero-tolerance policy to forced labour (modern slavery) and child labour. Our Modern Slavery Statement sets out our commitment to preventing modern slavery and we, along with our business partners, must comply with all relevant legislation regarding child labour.

We undertake targeted due diligence to assess the risk of human rights abuses occurring in our supply chain. LRQA reserves the right to conduct audits of suppliers and/or ask suppliers to submit certifications of compliance.

4. Addressing Human Rights Concerns

We recognise the importance of identifying and mitigating any actual or potential adverse human rights impacts which we may be involved in, directly or indirectly, through our activities or our business relationships. LRQA also operates in certain countries with inherently higher risks of human rights abuses, and we understand this requires additional due diligence to assess and effectively address these risks.

Establishing trusted and effective grievance mechanisms to raise concerns about working or employment conditions is an essential element in protecting human rights. Our confidential [SpeakUp](#) channel is available to all our colleagues, contractors, agency workers, clients, suppliers, business partners, and other stakeholders. We are committed to creating a culture where colleagues feel safe to ask questions or raise a concern in good faith, knowing they will be supported and listened to without fear of retaliation.

5. Asking for guidance and reporting concerns

If you need further guidance about this Policy, please contact the relevant Procurement colleague listed on our internal [Procurement page](#).

To report actual or suspected breaches of this Policy, you should use the reporting routes set out in LRQA's [Global Speak Up Policy](#).