



Policy

Human Rights

Issue Control Sheet

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Purpose

Speedy is committed to treating rightsholders with respect and dignity. This includes Speedy colleagues (Colleagues), workers in the supply chain, and communities where we work and operate. To this end, Speedy is committed to supporting and upholding respect for the human rights enshrined in the UN Universal Declaration of Human Rights and [ILO Fundamental Conventions](#). Our aim is to approach human rights in line with the principles of the UN Guiding Principles on Business and Human Rights (UNGPs) and OECD Due Diligence Guidance for Responsible Business Conduct (OECD Guidelines).

Speedy respects the dignity of all persons and seeks to enable all Colleagues to work at their best by accepting and valuing different talents, experiences, and backgrounds of all Colleagues.

Scope

Our Human Rights Policy emphasises our commitment to basic human rights in the way we do business. This policy supports Colleagues in creating and maintaining a work culture which prohibits forced labour and provision of equal human rights to all Colleagues.

This policy provides for maintaining an environment which fosters open and direct communication between managers and Colleagues as the most effective way to work together and resolve differences.

This policy applies to all Speedy Colleagues within Speedy Hire plc group companies including Speedy Hire Plc, subsidiaries within the group and joint ventures. Speedy expects any parties who do business with us to conduct business in ways that reflect the principles of this policy. This includes all suppliers and business partners. We continue to develop our supply chain due diligence processes to evaluate suppliers against the standards of this policy.

Policy standards

Speedy is committed to maintaining a work environment that respects and supports the provision of basic human rights of all its Colleagues around the world, regardless of which country they are in, to the extent permitted by local law.

Speedy expects all Colleagues, suppliers, and business partners within the scope of this policy to be aware of relevant domestic law wherever they operate. In regions where national laws are below the Policy's standards or the ILO standards, the highest standard shall be complied with. Where local laws are not enforced, the standards of the ILO should be applied. Where local laws are more stringent than this policy, the provisions of the local laws must apply.

All Colleagues, business partners and suppliers are expected to:

- Treat each other with dignity and respect.
- Foster free, direct, and open communication among all Colleagues.
- Raise awareness of any behaviours or business situations involving Speedy which may compromise the Company's values around provision of basic human rights.
- Report potential violations of policy directly to the person involved, or if not comfortable, report such concerns to their manager or the People Team.

Safe and Healthy Working Environment

Speedy recognises its responsibility to provide safe and healthy working conditions for Colleagues, who each deserve to work in a safe place and to go home safely.

All suppliers and business partners are expected to provide safe conditions and should establish and follow a clear set of procedures for managing occupational health and safety. This includes human rights risks arising from security arrangements, whereby Colleagues and communities are protected from threats, physical assault, or other serious dangers.

The UN human right for a clean, healthy, and sustainable environment requires Speedy to consider our environmental impacts in the context of people's livelihoods, health, and culture.

For further information, see our Health and Safety Policy.

Modern slavery and forced labour

Speedy prohibits forced or compulsory working for any Colleagues, business partners, or suppliers. This includes respecting legal limits and international standards around overtime and breaks.

We are committed to acting ethically and with integrity in all our business dealings and relationships to endeavour to ensure modern slavery is not taking place in our own business or in any of our supply chains. Speedy endeavours to ensure that business activities and supply chains are free of modern slavery and forced labour, whether in the form of bonded labour, unlawful migrant labour, or any other form of exploitation.

More information on our approach to modern slavery can be found in our Modern Slavery Statement and Anti-slavery and Human Trafficking Policy.

Child Labour

Speedy prohibits any form of child labour. When employing colleagues under the age of 18, managers must carry out the relevant young workers risk assessment and adhere to the legally required limitations on working hours and tasks carried out by these individuals. Any work carried out should not hamper the child's education, health, safety and mental or physical development.

Diversity, Equity, and Inclusion

Speedy Colleagues are required to uphold the elimination of discriminatory practices in the workplace as outlined in our Recruitment, Selection & Equal Opportunities Policy. Speedy will create a positive experience for all Colleagues offer participation, equity, and accessibility.

Speedy aims to protect the rights of minority groups and eliminate discrimination whether by reason of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, sex, sexual orientation, religion, or belief (the 'protected characteristics' under the Equality Act 2010).

We have re-launched PLUS (People Like Us) and introduced our Affinity Groups. The PLUS Committee are responsible for governing the KPI's specific to DEI and Health and Wellbeing with the support of the Affinity Groups. Both strive for a safe, supportive, consciously inclusive environment for Speedy Colleagues. With the Affinity Groups focussing on the creation of an inclusive environment for the members they represent through promotion of fair treatment, raising awareness of what discrimination looks like and how to challenge it and education opportunities.

For further information, see our Recruitment Selection and Equal Opportunities policy.

Gender equality

At Speedy, fair, and comparable wages, hours, and benefits are guaranteed to all workers for comparable work. Equal opportunities for women and men are provided in all aspects of training and personal and professional development.

Colleagues are entitled to maternity protection (leave and benefits as well as protection against discrimination) in accordance with the requirements of national laws and regulations or ([ILO Conventions](#)), whichever provides greater protection. Women workers shall be protected against threats of dismissal or any other negative treatment on the basis of getting married or becoming pregnant.

Sexual harassment, including unwelcome sexual advances, unwanted contact, suggestive or lewd remarks, requests for sexual favours, or the display of indecent or derogatory

content is prohibited. Sexual harassment in any form is not acceptable in the workplace or in any facilities related to the workplace, including transportation. Everyone must be protected from retaliation for complaining about harassment.

Community and indigenous rights

In line with the UNGPs, Speedy aims to do business in a manner that does not harm the lives of people and their communities across our supply chain. As such, we expect our suppliers and business partners to respect the land and natural resource rights of communities, including indigenous peoples. The land and natural resource rights of these communities must be respected, including the right to water and sanitation, the right to health and the right to food which are fundamental human rights connected to access to natural resources.

In line with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Indigenous people should be allowed to give or withhold consent and negotiate conditions for projects that may affect them or their territories.

Freedom of association

We respect freedom of association and Colleagues' right to join, or not to join, third party organisations such as labour unions or other lawful organisations of their own selection, in accordance with local laws, without fear of reprisal, intimidation or harassment.

We are committed to fostering open communication between Colleagues and providing appropriate access to grievance mechanisms and remedial action.

Training

Training will be provided to Colleagues to meet our human rights policy commitments risk and the meaning of human rights due diligence under the UNGPs and OECD Guidelines. This will entail ensuring that all Colleagues are aware of the policy and its requirements, as well as providing access to targeted third-party training.

Speedy has also undertaken human rights training for Colleagues involved in the management of human rights risks.

Basic online training on modern slavery is mandatory for all Colleagues.

Reviewing effectiveness

This Policy was developed in conjunction with external and internal stakeholders, including our Human Rights and Modern Slavery working group. Going forward, we are committed

to incorporating the views of stakeholders into reviewing the appropriateness and effectiveness of this policy.

Speedy's ESG Director along with the wider Executive Board has the overall responsibility for ensuring this policy complies with Speedy's legal and ethical obligations, and those under our control comply with it. The Company Secretary has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, and dealing with any queries about it. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and attend any required training on it.

Guidance & Reporting

Speedy creates workplaces in which open and honest communication among all Colleagues are valued and respected. The Company is committed to following all applicable labour and employment laws wherever we operate.

If you believe that a conflict arises between the customs and practices of the place where you work, if you have questions about this policy or if you would like to report a potential violation of this policy, you should raise those questions and concerns through existing processes; whistleblowing or resolving issues at work (grievance), which make every effort to maintain confidentiality.

You may ask questions or report potential violations to local Management, the People Team, ESG Team or Legal Department. No reprisal or retaliatory action will be taken against any Colleague for raising concerns, in line with the terms set out in our Whistleblowing Policy.

Alternatively, you can email the Speedy whistleblowing inbox whistleblowing@speedyservices.com or contact the Speedy confidential whistleblowing advice line on 01942 327 088.

Managing risk and remedying impacts

Speedy is committed to investigating, addressing, and responding to the concerns of Colleagues and to taking corrective action or other appropriate remedies in response to any violation.

In line with the principles of the UNGPs and OECD Guidelines, we strive to mitigate human rights risks and remedy impacts where they are identified. As appropriate, this may include working with suppliers and business partners to improve their understanding of our human rights standards or developing corrective action plans with them.

Are there any specialists I can talk to?

- ESG Director

- Chief People Officer
- Head of Risk

Related policies

- [Code of conduct](#)
- Employee Handbook
- [Recruitment Selection and Equal Opportunities policy](#)
- [Health and Safety Policy](#)
- [Anti-slavery and Human Trafficking Policy](#)
- [Sustainability policy](#)
- [Supply Chain Policy](#)
- [Whistleblowing Policy](#)

Appendix 1 – Glossary

UN Universal Declaration of Human Rights (UDHR)

is a document adopted by the United Nations General Assembly in 1948. It outlines fundamental rights and freedoms that are universally recognised and protected. The UDHR includes 30 articles that cover a wide range of rights, such as the right to life, liberty, and security, freedom from torture, slavery, and discrimination, the right to education, and many others. It serves as a foundation for international human rights law and is considered a landmark achievement in the promotion and protection of human rights worldwide.

International Labour Organisation Fundamental Conventions (ILO)

The International Labour Organisation (ILO) is a specialised agency of the United Nations (UN) that focuses on promoting social justice and decent work opportunities worldwide. It was founded in 1919 and is headquartered in Geneva, Switzerland. The ILO develops and sets international labour standards, formulates policies, and provides guidance on labour-related issues, including employment, labour rights, social protection, and workplace conditions. It works with governments, employers, and workers' organisations to promote fair and productive employment, social dialogue, and the protection of workers' rights globally. The ILO's aim is to ensure that labour standards are respected, workers have decent working conditions, and there is social and economic justice for all.

UN Guiding Principles on Business and Human Rights (UNGPs)

The United Nations Guiding Principles on Business and Human Rights (UNGPs) are a set of guidelines that provide a framework for businesses to prevent and address human rights abuses. They were endorsed by the United Nations Human Rights Council in 2011 and are based on three pillars:

1. The State duty to protect human rights: Governments have a responsibility to protect their citizens from human rights abuses by business enterprises through effective laws, regulations, and policies.
2. The corporate responsibility to respect human rights: Businesses should respect human rights in all their operations, regardless of their size, sector, or location. This includes conducting due diligence to identify and address any potential adverse human rights impacts caused or contributed to by their activities.
3. Access to remedy: When human rights abuses occur, affected individuals should have access to effective remedies. This includes both judicial and non-judicial mechanisms to provide appropriate redress.

The UNGPs serve as a global standard and have been influential in shaping corporate responsibility and accountability for human rights. They encourage businesses to integrate

human rights into their practices, engage in meaningful stakeholder consultations, and contribute to sustainable development.

OECD Due Diligence Guidance for Responsible Business Conduct (OECD Guidelines)

The OECD Due Diligence Guidance for Responsible Business Conduct is a set of recommendations provided by the Organisation for Economic Co-operation and Development (OECD) to help businesses prevent and address adverse impacts related to their operations, supply chains, and business relationships. The guidance was first established in 2011 and has been updated to reflect changing global expectations and challenges.

The OECD Due Diligence Guidance outlines a comprehensive framework for responsible business conduct, focusing on four key areas:

1. **Human rights:** Businesses are expected to respect human rights and avoid causing or contributing to human rights abuses.
2. **Labor rights:** Businesses should uphold labour standards, including fair employment practices, safe working conditions, and the elimination of forced labour and child labour.
3. **Environmental responsibility:** Businesses should mitigate and prevent adverse environmental impacts, promote sustainable practices, and manage natural resources responsibly.
4. **Responsible sourcing of minerals:** The guidance also includes specific recommendations for companies involved in the mineral supply chains to ensure they do not contribute to conflict, human rights abuses, or environmental harm.

The OECD Due Diligence Guidance provides a step-by-step process for companies to identify, prevent, mitigate, and account for potential adverse impacts, while also promoting stakeholder engagement and transparency.