

Gleadell Agriculture & Dunns (Long Sutton)

Human Rights Policy

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1 Policy Objectives

- 1.1 The purpose of the Gleadell and Dunns Human Rights Policy is to communicate to our employees, customers, suppliers and shareholders the ethical and social values we respect and our commitment to uphold human rights.
- 1.2 Gleadell adopt internationally recognised human rights standards throughout the business and under guidance of the UN Guiding Principles (www.ungpreporting.org).

2 What are Human Rights?

- 2.1 Human Rights are universal rights that every human being is entitled to enjoy and have protected.
- 2.2 They are most appropriately defined as those rights that require us to treat others as we ourselves would want to be treated, and which protect us from abuses of powers. We have adopted a number of human rights principles across the business.

3 General Principles

- 3.1 We are committed to performing our business to the highest standard of ethics and in accordance with our values.
- 3.2 We are open and fair in dialogue with all our stakeholders and commit to communicate effectively and courteously with external parties.
- 3.3 We respect all fundamental human rights and will be guided by the provisions of the UN Guiding Principles and the Ethical Trading Initiative.

4 Employee Relations

- 4.1 All employees shall conduct themselves in accordance with the highest ethical standards.
- 4.2 We will ensure that no form of discrimination or harassment is practiced in any area of our business including recruitment, remuneration, promotion, training or retirement based on race, colour, ethnic origin, gender, age, religious beliefs, disability, marital status, social class, nationality, sexual orientation, gender reassignment of employment status.
- 4.3 We are committed to ensuring that our employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse or sexual harassment and, accordingly such acts are forbidden and will not be tolerated.



- 4.4 We respect our employees right to join, form or not join a trade union without fear of reprisal, intimidation or harassment. Should employees choose to be represented by a legally recognised union we are committed to establishing a constructive dialogue with their freely chosen representatives.

5 [Safe and Healthy Workplace](#)

- 5.1 The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations. We work to provide and maintain a safe, healthy and productive workplace by identifying and remedying risks of accidents, injury and health impacts.

6 [Workplace Security](#)

- 6.1 We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, and are maintained with respect for employee privacy and dignity.

7 [Forced Labour and Human Trafficking](#)

- 7.1 We prohibit the use of all forms of forced labour, modern slavery and any form of human trafficking.
- 7.2 We conform to the Ethical Trading Initiative Base Code whereby employment is freely chosen, freedom of association is respected, working conditions are safe and hygienic, child labour shall not be used, living wages are paid, working hours are fair, no discrimination is practiced, regular employment is provided and no harsh or inhumane treatment is allowed.
- 7.3 To ensure compliance with our ethical standards the company is a member of the Supplier Ethical Data Exchange (SEDEX).
- 7.4 We prohibit the appointment of individuals that are under 18 years of age for positions in which hazardous work is required.

8 [Work Hours, Wages and Benefits](#)

- 8.1 We compensate employees competitively relative to the industry and local market.
- 8.2 We work to ensure full compliance with applicable wage, work hours, overtime and benefit legislation and laws.



9 Environmental

- 9.1 Gleadell and Dunns accept its responsibilities in environmental matters and recognises that good environmental management must be an integral and fundamental part of our business.
- 9.2 Through assessment we believe that Gleadell and Dunns have a minimal impact on the environment, however we recognise and are committed to reducing all our environmental impacts.

10 Guidance and Reporting for Employees

- 10.1 We strive to create workplaces in which open and honest communications amongst all employees is valued and respected. The company is committed to complying with all applicable labour and employment laws wherever we operate.
- 10.2 Any employee who believes a conflict arises between the language of the policy and the laws, customs and practices of the places where he or she works, or who has questions about this policy, or who would like to confidentially report an issue should raise any questions or concerns with HR (hr@gleadell.co.uk).

