



## POLICY STATEMENT

MacNabb Waste Management Ltd is committed to upholding and promoting human rights in all aspects of our operations. We believe in the inherent dignity of every individual and are dedicated to ensuring that our business practices reflect our respect for human rights.

### Purpose

The purpose of this policy is to:

- Outline our commitment to respecting human rights.
- Provide a framework for identifying, preventing, and mitigating human rights impacts.
- Ensure compliance with relevant human rights legislation and standards.

### Scope

This policy applies to all employees, contractors, suppliers, and stakeholders involved in the operations of MacNabb Waste Management Ltd.

### Commitments

1. Respect for Human Rights:
  - a. We will respect and uphold all internationally recognised human rights as outlined in the Universal Declaration of Human Rights and other relevant international treaties.
  - b. We will ensure that our operations do not contribute to human rights abuses.
2. Fair Treatment and Non-Discrimination:
  - a. We are committed to providing a workplace free from discrimination, harassment, and bullying.
  - b. No employee, contractor, or client will be discriminated against based on gender, disability, race, age, sexual orientation, religion, or belief.
3. Forced Labor and Human Trafficking:
  - a. We have a zero-tolerance approach to forced labour, child labour, and human trafficking.
  - b. We will ensure that our supply chains are free from these practices by conducting due diligence and regular audits.
4. Freedom of Association and Collective Bargaining:
  - a. We respect the rights of employees to freely associate and to bargain collectively.
  - b. We will engage in open and constructive dialogue with employee representatives.
5. Safe and Healthy Working Conditions:
  - a. We are committed to providing a safe and healthy working environment for all employees and contractors.
  - b. We will ensure compliance with all relevant health and safety regulations and continually improve our health and safety performance.
6. Fair Wages and Working Hours:
  - a. We will ensure that all employees receive fair wages that meet or exceed legal minimum wage standards.
  - b. We will respect applicable laws and industry standards on working hours and overtime.
7. Community Engagement and Impact:
  - a. We will engage with local communities and consider the social and environmental impact of our operations.
  - b. We will contribute to the social and economic development of the communities in which we operate.
8. Reporting and Whistleblowing:
  - a. We will provide mechanisms for employees and stakeholders to report human rights concerns confidentially and without fear of reprisal.
  - b. All reports will be thoroughly investigated, and appropriate actions will be taken.

### Implementation and Review

- We will integrate this policy into our business practices and decision-making processes.
- We will provide training and resources to employees to ensure understanding and compliance with this policy.
- This policy will be reviewed annually to ensure its relevance and effectiveness, with input from employees and other stakeholders considered during the review process.

### Communication

- This policy will be communicated to all employees, contractors, suppliers, and stakeholders.
- It will be prominently displayed in common areas and included in the employee handbook.
- A copy of this policy will be made available to the public upon request.

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RE: Human Rights Policy

Effective Date

This policy is effective as of 02/07/24.

**AUTHORISATION:**

*V Mac Nabb.*

**DIRECTOR**

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