



# Human Rights Policy

**Doc No:** EPOL 002 **Title:** Human Rights Policy

**Issue Date:** 10/10/2025 **Issue:** 1

**Author:** Jim Higgins

**Authorised:** Robert Fenton

## Policy Statement

Respect for human rights and compliance with relevant laws are a fundamental principle of **East Lancashire Chemical Company**.

In our business activities we aim to prevent, identify and address negative impacts on human rights, and we look for opportunities to positively promote and support human rights.

**East Lancashire Chemical Company** are guided in our approach by international standards and principles including the Human Rights Act 1998, International Bill of Human Rights, and the UN's Guiding Principles on Business and Human Rights.

This policy explains how human rights are relevant to our business and the steps we take to protect human rights.

## What Human Rights Issues Mean to East Lancashire Chemical Company

### Employees

We respect the human rights of all employees, including permanent, temporary and contract workers. We select and promote people based on their qualifications and merit, encouraging diversity. We expect all employees to be treated without discrimination or concern for factors such as race, religion, national origin, colour, sex, sexual orientation, gender identity or expression, age or disability. We seek to provide safe workplaces. We will not tolerate harassment or any form of forced, compulsory, or child labour.

### Suppliers

We expect our suppliers to respect the human rights of their own employees and suppliers, and to meet human rights standards that are consistent with our own.

## Our Policy

To embed our commitment to protect and promote human rights, **East Lancashire Chemical Company** will:



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- Comply with all relevant laws and support international human rights standards.
- Reflect our commitment to human rights in our policies and procedures.
- Take steps to identify, prevent or address human rights impacts.
- Provide training for our employees on human rights.
- Operate a reporting procedure to enable employees to report human rights concerns.
- Regularly review and update our approach to human rights.

## Responsibilities

The Group Managing Director has responsibility for overseeing our approach to human rights and ensuring compliance with this policy.

## Reporting a Concern

Employees can report any human rights concerns via our confidential reporting systems.

**Robert Fenton**  
Group Managing Director  
10th October 2025