



PINKfudge Manufacturing (UK) Limited

# HUMAN RIGHTS POLICY

2024

## Introduction

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Pinkfudge Manufacturing (UK) Limited is committed to fulfilling our responsibility to respect internationally recognized human rights standards. This policy outlines our dedication to implementing the necessary practices to avoid negative impacts on human rights and to address any adverse impacts resulting from our business activities. Furthermore, we will continually educate our workforce, suppliers, and business partners on the significance of human rights and associated risks.

## Purpose

Our Human Rights Policy aims to define Pinkfudge Manufacturing (UK) Limited's commitment to respecting human rights and establish actionable guidelines for our operations. By adhering to this policy, we aim to safeguard the dignity and rights of workers, individuals, and communities affected by our operations. Purpose Scope This policy encompasses every dimension of [Company name]'s operations, including but not limited to our facilities, processes, products, and services. It is applicable to our colleagues, contractors, suppliers, and all other stakeholders. We expect all associated parties to align with this policy's principles.

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# Our Commitments

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## Compliance

We are committed to complying with all applicable local, national, and international human rights laws and recognized standards, such as the OECD Guidelines for Multinational Enterprises, the International Bill of Rights, the ILO's Declaration on the Fundamental Principles and Rights at Work, the UK Modern Slavery Act 2015, and the European Union Charter of Fundamental Rights.

## Vulnerable Groups

We recognize the importance of paying special attention to the rights and needs of vulnerable groups within society, such as indigenous communities. We commit to responsibly engage with groups our operations may affect through free, transparent, and proactive consultation processes, ensuring that we identify and address any potential negative impacts.

## Diversity and inclusion

We are committed to maintaining an inclusive environment where all individuals are treated fairly and with respect. We uphold the principle of non-discrimination, ensure accessibility for persons with disabilities, and work towards mitigating unconscious bias.

## Safe and Healthy Workspaces

We are committed to ensuring a safe and healthy work environment and strive towards zero accidents, injuries, and other work-related ill-health

## Fundamental Labour Rights

We are committed to protecting labour rights and ensuring fair working hours for all direct employees and throughout our supply chain. We maintain a zero tolerance stance on child labour and the exploitation of young workers, and we strictly prohibit forced labour in all our direct and indirect operations.

## Supply Chain Engagement

We are committed to upholding the highest human and labour rights standards within our supply chain by actively engaging and collaborating with suppliers and business partners to cultivate environments that prioritize safety, fairness, and equality. Moreover, we are vigilant about environmental issues related to our operations and supply chains, particularly those that could significantly affect communities, and we work to identify, mitigate, and address such impacts.

## Freedom Of Expression

We are committed to fostering a workplace that supports freedom of speech, safe whistleblower practices, the right to strike, and the right to form or join a trade union.

## **Human Rights Due Diligence**

We are committed to regularly and systematically identifying, assessing, managing, and mitigating human rights risks and impacts using a risk-based approach across our value chain, including our own operations and supply chain.

## **Privacy Rights**

We are committed to protecting personal data and ensuring that privacy is respected in accordance with international standards and best practices

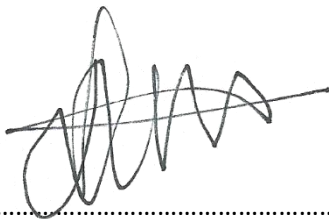
## **Communication**

We commit to transparently report on how we address human rights impacts, including detailing outcomes and planned future initiatives, both within our organization and to external stakeholders.

## **Governance, Review and Improving:**

This Human Rights Policy will be periodically reviewed annually by the Management of Pinkfudge Manufacturing (UK) Limited to ensure its ongoing relevance and effectiveness.

This Policy was last updated 11 December 2024



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Debbie Steel

Managing Director