

**MWH
Treatment
Limited****Policy
Statement**

MWH Treatment are committed to respecting human rights, to avoid infringing on the rights of others and to address these impacts where they occur. Human rights are the basic rights and freedoms that belong to everyone, regardless of who they are or where they live.

MWH Treatment activities are predominantly within the UK but we acknowledge that our supply chains source overseas. As a company, we are committed to respect internationally recognised human rights standards including the United Nations (UN) Universal Declaration of Human Rights, the International Labour Organisations (ILO's) Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Co-Operation and Development's (OECD) Guidelines for Multinational Enterprises. MWH Treatment have also adopted the principles of the UN Global Compact. Our approach to ensure we respect human rights are through:

- Committing to ensure all work is conducted on a voluntary basis, not under threat of any kind. There must be no practice of modern slavery, including forced labour, bonded labour, indentured labour or involuntary prison labour and human trafficking through our Anti-Slavery Policy and compliance with the Modern Slavery Act 2015.
- Ensuring no child labour is used and young workers are afforded extra protection in the workplace and not employed in hazardous work.
- Creating the highest standards of health and safety both for our employees and those who may be affected by our activities.
- Carrying out our business activities to protect the environment, and maximise positive impact, to contribute to providing a safe, clean, healthy and sustainable environment.
- Providing decent work and fair wages, ensuring employment terms are adequately communicated and working hours are not excessive.
- Acknowledging the right to establish and join labour organisations and trade unions. We are committed to employee representation and consultation on workplace initiatives and significant changes.
- Creating and maintaining a positive working environment in which everyone is treated with dignity and respect, with zero tolerance to discrimination.
- Undertaking supply chain mapping to identify those areas with high human rights and ethical concerns, and take action where necessary.
- Requiring suppliers and sub-contractors to comply with our Supply Chain Sustainability Charter, contractual conditions and employment standards. This is reviewed during our supplier assessment process and due diligence audits.
- Promoting human rights, both internally and externally through our partnership with the Supply Chain Sustainability School and as a member of the Slave Free Alliance.

Management are responsible for ensuring this policy complies with our legal and ethical obligations. **This policy applies to all employees or those working on our behalf as detailed in contractual documentation and the Supply Chain Sustainability Charter. This includes agency workers, seconded workers, supply chain (suppliers, sub-contractors and external consultants) and business partners. Any suspected human rights violations are to be reported to the Whistle blowing helpline (Tel: 0844 892 4413). The helpline can be used by third parties, including Joint Venture partners and our supply chain.**

Where concerns have been raised these will be investigated and we will work with all parties involved to resolve, remediate and protect the victim. Anyone raising a genuine concern will be protected from victimisation.

Implementation of this policy shall be achieved through leadership, planning, delivery, review and reporting. Objectives and targets will be set in key areas as a focus for continual improvement.

P. Bresnan April 2024

Paul Bresnan (MWH Treatment Chief Executive)
Signed for and on behalf of MWH Treatment Limited