

Human Rights and Labour Policy

for conducting business with Natural



Human Rights and Labour Policy

Version 2.0

Sep 2025

Control Sheet

Approved by:
Principal

Last Review:
Sep 2025

Next Review:
Sep 2026

Revision History:

Version	Approved / Reviewed / Revised / Rescinded by:	Date	Comments
1.0	Principal	Dec 2024	Inaugural Version.
2.0	Principal	Sep 2025	References to the Biodiversity Policy.

** For any updates, improvement suggestions or broken links, please contact Natural.

1 Human Rights and Labour Policy

At Natural, we are dedicated to respecting human rights and minimizing any negative impacts from our business. Our human rights policy underscores our commitment to internationally recognized standards, guiding us to embed these principles in our operations. We expect all collaborators to uphold these standards and actively participate in our roadmap.

We adhere to the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. We respect the International Bill of Human Rights, ILO's core conventions, and the UN Declaration on the Rights of Indigenous Peoples. Additionally, we follow the IFC's Performance Standards, Voluntary Principles on Security and Human Rights, Children's Rights and Business Principles, Women's Empowerment Principles, and the UN Global Compact's Ten Principles. By aligning with these standards, we aim to contribute to the UN's Sustainable Development Goals. In cases where national laws conflict with international human rights standards, we strive to uphold the higher standard while complying with local legislation.

1.1 Prohibited Labour

Natural strictly opposes all forms of modern slavery, including forced and bonded labour, forced labour, child labour, and human trafficking. According to ILO Conventions, all work must be voluntary and free from threats or penalties. Similarly, we uphold the rights of children as outlined in the UN Convention on the Rights of the Child, including their rights to education, rest, play, and having their basic needs met. We do not tolerate child labour in our facilities, projects, or supply chain, adhering to the ILO's minimum age requirements for employment. This is crucial for employees of our business partners, especially in physically demanding roles. We will enhance our screening processes and engagement with partners as part of our business. We expect our partners to demonstrate how they prevent modern slavery.

1.2 Diversity, Equity, and Inclusion

We believe in equal treatment for all employees, as outlined by the ILO Conventions. At Natural, we ensure every collaborator has equal opportunities for recognition and career growth, regardless of their background or beliefs. We do not tolerate discrimination, harassment, unfair treatment, or retaliation. We hire, train, and promote based on organizational needs and individual qualifications, skills, experience, and performance. We expect our business partners to uphold these standards and prevent unequal treatment and harassment. Our goal is to foster workplaces free from discrimination and to promote diversity, equity, inclusion, and belonging.

1.3 Human Rights Due Diligence

We are committed to respecting human rights by continuously preventing, identifying, mitigating, and addressing any risks linked to our business activities. We expect our partners to share this commitment and implement ongoing human rights due diligence to prevent and address any negative impacts.

Our partners must ensure transparency, remedy shortcomings, and strive for continuous improvement. If we find human rights infringements linked to our partners, we will expect them to address and remediate these issues. We will use our influence to seek a collaborative approach, but if partners fail to meet these expectations or we lack leverage, we will phase out those relationships. Our Human Rights Due Diligence includes, but is not limited to:

1. Proactively identify human rights risks through regular assessments, including those linked to our business relationships.
2. Integrate human rights into management systems and address identified risks with specific programs. This includes enhancing supplier selection and service provision processes.
3. Monitor progress using Key Performance Indicators (KPIs).
4. Communicate the policy and due diligence process internally and externally via guidance materials, training, our website, and annual reports.
5. Remediate and address human rights infringements, collaborating with others when necessary to ensure risks are managed.

1.4 Compensation

We ensure fair remuneration for our workforce, adhering to wage laws and best practices. Our principle is to provide a living wage that meets employees' basic needs and recognizes their skills and credentials. Working hours will not exceed legal limits, and overtime will be voluntary and compensated according to local regulations. We promote work flexibility to support a healthy work-life balance. We expect our business partners to maintain similar standards and transparently ensure fair wages, working hours, and benefits.

1.5 Privacy

We respect the privacy of and are committed to protecting the personal data of our clients, the end customers of our clients, other business partners, and our employees. We process personal data in line with applicable privacy laws, including Canada's Personal Information Protection and Electronic Documents Act (PIPEDA). We expect our business partners to provide clear information on how they respect the right to privacy.

1.6 Land and Engagement

We recognize our responsibility to minimize access restrictions or relocations for local communities due to our projects. We aim to prevent and mitigate adverse human rights impacts on these communities and stakeholders. As part of our human rights due diligence roadmap, we will implement effective project screenings to identify risks and develop mitigation measures.

We expect our business partners to actively engage with communities throughout the project process, minimize negative impacts, respect human rights and the dignity and culture of Indigenous populations, and promote development benefits in culturally appropriate ways. Partners should provide information on their efforts in these areas. If our activities negatively impact local communities, we will work with partners to ensure fair compensation and information dissemination, following IFC performance standards. For projects involving land used by indigenous or tribal peoples, we will encourage partners to seek free, prior, and informed consent in line with ILO Conventions, UNDRIP, and IFC standards.

1.7 Environmental Impact

We recognize the impact our operations and projects can have on surrounding communities and future generations. As outlined in our [Environmental](#) and [Biodiversity](#) policies, we are committed to protecting, conserving, and enhancing the natural environment through our services. We aim to minimize environmental impacts, promote sustainable resources, and protect biodiversity and ecosystems. We implement waste management procedures, environmentally friendly designs, and ensure access to clean water. Sustainability is integrated into our business activities, offering clients socially and environmentally conscious solutions. We expect our business partners to transparently share information on the environmental aspects of their products and processes.

1.8 Grievance Mechanism

Natural has a reporting procedure available for its external stakeholders (suppliers, clients and other third parties) to report any concerns they may have that the GBP and/or related policies are being breached. Natural will investigate, address and respond to the concerns of our stakeholders and will take appropriate corrective action in response to any violation. Natural recognizes that reported concerns may be about a third party or be in confidence, and Natural assures it will be handled as such, without repercussions or retaliation for reports made in good faith. To report a concern, our stakeholders can send an email to compliance@natural-consulting.ca.

We will monitor the effectiveness of our grievance mechanism, including for human rights-related topics and adapt, where appropriate. We expect our business partners to also have such grievance mechanisms in place for human rights, including processes to handle complaints from external stakeholders.



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