

RHRC LTD

Policies & Procedures Handbook; Promoting Human rights, Equality, and respect in the Workplace

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1. Introduction

RH Roofing Limited is committed to respecting and promoting human rights in accordance with the principles set out in the Universal Declaration of Human Rights (UDHR), the UK Human Rights Act 1998, and the UK Modern Slavery Act 2015. This policy applies to all employees, contractors, suppliers, and stakeholders associated with our business.

As a small, limited company, RH Roofing Limited tailors its human rights commitments and processes proportionately to the size and nature of its operations, while striving to meet the highest ethical standards.

2. Scope

This policy outlines our commitment to:

- Respecting and protecting the fundamental rights and freedoms of individuals.
- Promoting equal opportunities and non-discrimination.
- Fostering a safe, respectful, and inclusive workplace.
- Acting responsibly in our business operations to avoid infringing on the rights of others.
- Conducting business ethically, with due diligence in our supply chains to prevent human rights abuses.

3. Key Principles

3.1 Non-Discrimination

We ensure equal opportunities for all, irrespective of age, gender, race, religion, disability, sexual orientation, or any other protected characteristic. We do not tolerate discrimination, harassment, or bullying in any form.

3.2 Fair Employment Practices

We are committed to fair recruitment, remuneration, and employment practices. This includes compliance with UK employment laws, such as the minimum wage, working time regulations, and protection against unfair dismissal.

3.3 Freedom of Association and Lawful Expression

We respect employees' rights to freedom of association and lawful expression, provided this aligns with workplace policies and professional standards.

3.4 Health, Safety, and Wellbeing

We prioritize the health, safety, and wellbeing of our employees and provide a safe and healthy working environment in compliance with applicable health and safety laws and regulations.

3.5 Modern Slavery and Human Trafficking

RH Roofing Limited is committed to complying with the UK Modern Slavery Act 2015. We ensure that slavery, servitude, forced labour, and human trafficking have no place in our operations or supply chains. We expect the same commitment from all business partners and suppliers.

3.6 Community Impact

We are committed to engaging positively with the communities in which we operate by consulting local stakeholders, respecting cultural practices, and working to minimize any negative social or environmental impacts.

3.7 Training and Awareness

We will provide regular training to employees on human rights principles, including diversity and inclusion, anti-discrimination, and ethical supply chain management, to reduce unintentional violations and promote a culture of respect.

4. Reporting and Addressing Concerns

Employees, contractors, and stakeholders are encouraged to report any concerns or breaches of this policy to [Contact Name/Title, e.g., HR or Compliance Officer]. Concerns can also be reported anonymously through [specific method, if applicable].

We will ensure all reports are treated confidentially and investigated promptly. Employees are protected under whistleblowing laws, and retaliation against individuals who report concerns in good faith will not be tolerated.

5. Enforcement and Accountability

RH Roofing Limited will investigate all breaches of this policy. Violations may result in disciplinary action, up to and including termination of employment or contractual agreements.

6. Policy Review

This policy will be reviewed annually to ensure it remains relevant and effective. Any changes will be communicated to employees and stakeholders.

7. Communication

This policy will be communicated to all employees and made available to stakeholders upon request.

8. Contact Information

For questions or concerns regarding this policy, please contact:

Fraser Brown Director
fraser@rhrc.co 0151 214 3689

This policy reflects RH Roofing Limited's commitment to human rights and sets the standard for ethical behaviour across all aspects of our business.