

HUMAN RIGHT POLICY

We support the principles set out in the following international standards:

- < UN Declaration of Human Rights
- < UN Guiding Principles on Business and Human Rights
- < The International Labour Organization's Fundamental Conventions

Scope

This policy applies to all personnel of Green Peridot Limited, including all directors, officers, employees (whether employed on a temporary, fixed term, permanent or part-time basis), workers and contractors. It is expected that suppliers, including self-employed, Team agents and instructors, comply with the law as a minimum and should do their utmost to comply with the principles of this policy.

Freedom of Association

Green Peridot Limited support freedom of association and collective bargaining as part of our commitment to support the fair and equitable treatment of workplace workers. Green Peridot Limited support the United Nations Universal Declaration of Human Rights, which includes freedom of association and collective bargaining. Because workers around the world face such diverse challenges, depending on their location and circumstances, Green Peridot use a wide range of approaches to ensure their rights are respected. One way in which we do this is to support open and productive dialogue between workplace workers and managers. We seek to help bridge this divide while ensuring that freedom of association is respected both in principle and in practice.

Equality and Diversity

Our commitment is to provide a safe and inclusive working environment where all people are treated fairly and with respect. We have a specific policy which sets out our commitment and the responsibilities of management and staff. We require our suppliers and contractors to comply with any local legislation which applies to equality and diversity as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

Labour rights

We provide fair working conditions for our employees including terms and conditions of employment, remuneration, working hours, resting time, holiday entitlements, maternity/paternity leave and benefits; we comply with all applicable legislation. We have specific policies which set out our commitment and the responsibilities of management and staff. We require our suppliers and contractors to comply with all applicable local legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

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Safe and Healthy Workplace

We are committed to delivering high standards of health and safety management and aim to continually improve our performance, always seeking to reduce risk. We believe in always doing the right thing and in doing it safely, without unnecessary risk to people's health and will comply with all relevant legislation. We have a specific policy which sets out our commitment and the responsibilities of management and staff. We require our suppliers and contractors to comply with all applicable legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment. =