# Human Rights Policy

## L-HRES-03-V2-SW-Human Rights-PUB

# Human Rights Policy

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| **Reviewed by:** | Rob Guest |
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## 1. Introduction

Reveal Media Limited is committed to acting in accordance with internationally recognised human rights and standards. We continuously aim to guard against any human rights violations and uphold the human rights of our employees and other individuals we work with, either directly or indirectly.

## 2. What are Human Rights?

Human rights are the fundamental rights and freedoms that belong to every person in the world. They are based on shared values such as dignity, fairness, equality, respect, and independence. In many countries, these values are defined and protected by law; however, in some countries, this is not the case. Where national law and international human rights standards differ, Reveal Media will follow the higher standard. Where they are in conflict, we will adhere to national law, whilst seeking ways to respect international human rights to the greatest possible extent.

## 3. Scope of this Policy

This document describes the Human Rights Policy of Reveal Media Limited and all its subsidiaries. The policy applies to all Reveal Media employees, workers and contractors in all global territories. We also expect our suppliers and partners to respect and adhere to the International Human Rights and Standards, our Supplier Code of Conduct (L-CGOV-5-V1-RG-Supplier Code of Conduct-PUB) and the principles set out below.

## 4. International Human Rights and Standards

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

- United Nations (UN) Guiding Principles on Business and Human Rights
- International Bill of Human Rights
- International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work

## 5. United Nations Guiding Principles on Business and Human Rights

Reveal Media supports the UN's three pillars of Protect, Respect and Remedy.

- Pillar 1: Protect - specifies the state's duty to protect human rights in the context of business operations.
- Pillar 2: Respect - outlines how businesses can identify any adverse human rights impact and demonstrate that they have adequate policies and procedures to address them.
- Pillar 3: Remedy - stipulates that when a right is violated, victims have access to effective remedies that are legitimate, accessible, predictable, equitable, transparent and rights compatible.

## 6. International Labour Organisation Fundamental Principles and Rights at Work

Reveal Media has various policies which demonstrate its support for and commitment to the five ILO principles.

| Fundamental Principles and Rights at Work | Reveal Media Policies |
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| Freedom of association and the effective recognition of the right to collective bargaining | Freedom of Association and Collective Bargaining Policy (L-HRES-02-V1-DS-Freedom of Association and Collective Bargaining Policy-INT) |
| The elimination of all forms of forced or compulsory labour | Modern Slavery and Human Trafficking Policy (PF-CORP-2-V2-SW-Modern Slavery and Human Trafficking-PUB) |
| The effective abolition of child labour | Modern Slavery and Human Trafficking Policy (PF-CORP-2-V2-SW-Modern Slavery and Human Trafficking-PUB) Right to Work Checks – Dates of Birth |

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| The elimination of discrimination with respect of employment and occupation | Equality, Diversity & Inclusion Policy (L-HRES-01-V1-DS-Equality-Diversity-Inclusion-Policy-PUB)<br>Equal Opportunities Statement (Included in the Employment Contract)<br>Anti-Harassment & Bullying Policy (See Employee Handbook) |
| A safe and healthy working environment | Health and Safety Policy (L-H&S-1-V2-RG-H&S POLICY-PUB)<br>Health and Safety Handbook (L-H&S-2-V4-RG-H&S HANDBOOK-INT)<br>Lone Working Policy (See Employee Handbook) |

## 7. Our Commitments

- To perform our business in accordance with the above-mentioned standards and laws wherever we operate.
- To seek to avoid causing or contributing to any adverse human rights impacts through our own activities and address any impacts should they occur.
- To communicate openly and fairly with all employees and external parties.
- To provide fair employment terms, in line with local legislation, to all employees.
- To provide a safe and respectful working environment.
- To conduct due diligence, as appropriate, to identify any human rights risks and implement remedies to both address and prevent risks to people.
- To adopt a zero-tolerance approach to the abuse of human rights within any part of our business or supply chain.

## 8. Awareness and Training

This policy and the additional policies outlined below are communicated to all employees. It is mandatory for all employees to complete equality, diversity and inclusion training and modern slavery and human trafficking training.

## 9. Reporting Concerns

Any concerns about suspected human rights abuses should be reported promptly via our internal non-conformance reporting route (“Flag it”), via our Whistleblowing Procedure, or directly to the COO or Head of HR. Reports will be treated seriously and, where possible, confidentially. Retaliation against anyone raising a concern in good faith will not be tolerated.

## 10. Governance Review

The Executive team has overall responsibility for the direction, implementation and review of this policy. Additionally, the ISO Management System Review Group, the ESG Committee and the Head of HR provide guidance, monitoring and support. This policy will be reviewed at least annually and sooner where there are material changes to relevant legal requirements, our business or our supply chains.

## 11. Further Relevant Internal Information

The following provide further evidence of the Company’s commitment to fair employment and human rights at work:

2. Employee Handbook:L-HRES010-V1.15 – Employee Handbook V1.15

Modern Slavery and Human Trafficking Policy (PF-CORP-2-V2-SW-Modern Slavery and Human Trafficking-PUB)

Whistleblowing Policy

Anti-harassment and Bullying Policy

Fair Processing of Employee Data

Grievance Procedure
Lone Working Policy

3. Health and Safety Policy (L-H&S-1-V2-RG-H&S POLICY-PUB)
4. Employment Contracts
5. Employee Benefits
6. Equality, Diversity and Inclusion Policy (L-HRES-01-V1-DS-Equality-Diversity-Inclusion-Policy-PUB)
7. Freedom of Association and Collective Bargaining Policy (L-HRES-02-V1-DS-Freedom of Association and Collective Bargaining Policy-INT)
8. Accreditation to the UK Real Living Wage Foundation
9. Data Protection Policy (L-IMS-A501-V1-HP-Data protection GDPR Policy-INT)
10. Supplier Code of Conduct (L-CGOV-5-V1-RG-Supplier Code of Conduct-PUB)