

## **Ethical & Human Rights Policy Statement**

Aston Chemicals Limited aims to conduct its business in a responsible and ethical manner.

Aston Chemicals Limited is also dedicated to protecting and safeguarding the human rights of employees, suppliers and clients, and is committed to ensuring that people are treated with dignity and respect.

Aston Chemicals Limited endeavours to meet or exceed the following standards and to ensure its supply chain adheres to the same principles:-

- 1. No Forced Labour or Modern Slavery - Employment is Freely Chosen**  
We do not condone any form of modern slavery or forced labour, whether it be human trafficking, involuntary prison labour, indentured labour, bonded labour or otherwise. No employee should be obliged to work through force, financial pressure, intimidation or by any other means.
- 2. Freedom of Association and the Right to Collective Bargaining**  
We recognise and respect the right of the employees to join and organise associations of their own choosing and to bargain collectively.
- 3. Safe and Healthy Working Conditions**  
We provide our employees with a safe and healthy working environment and continue to work towards preventing work-related accidents and maintaining employee's welfare and safety. We operate our facility in compliance with applicable health and safety regulations and laws.
- 4. No Child Labour**  
We do not employ children who are less than 16 years old. Anyone employed between 16 and 18 years old will be treated according to the law and not subjected to any hazardous conditions nor asked to work excessive hours nor weekends.
- 5. Fair Wages and Benefits**  
In all cases, wages must equal or exceed the National Living Wage required by local law and include all legal benefit entitlements.
- 6. Working Hours are not Excessive**  
The normal working hours should not exceed 48 hours per week and must comply with National Law.
- 7. No Discrimination is Practised**  
All employees and potential employees shall be afforded equality of treatment irrespective of their gender, race, colour, language, nationality, ethnic or social origin, religious beliefs, political opinion, marital status, disability, property, age, sexual orientation or union membership at all stages of the recruitment process and subsequent employment.
- 8. Regular Employment is Provided**  
Wherever reasonably practicable, all workers should enjoy security and stability of employment and regularity of income.
- 9. No Harsh or Inhumane Treatment**  
Employees will be treated with respect, dignity and be employed in a workplace free of harassment, abuse, and degrading treatment. No employee will be subject to physical, sexual, mental or any other form of abuse or harassment or corporal punishment. Any instances of harassment or abuse will be dealt with according to the company disciplinary process.

In the event that an individual feels that they, or someone they know within the Company, are being treated differently to the standards mentioned above, they must make the Company aware

of this. To confidentially make the Company aware of such issues, or to bring anything to their attention, individuals have the following options:

- Contact their line manager
- Contact the Office & HR Manager
- Contact the Managing Director
- Contact the CEO

This policy and its contents will be regularly audited, reviewed and revised as necessary.