

HUMAN RIGHTS POLICY STATEMENT

The objective of this policy is to minimise risks to Insuletics from a breach of international Human Rights standards by the company or by association with business partners and suppliers. It aims to protect the business by providing a framework of fundamental principles of Human Rights by which Insuletics will be guided in the conduct of its business.

Background

Human rights can be defined as basic rights that allow individuals the freedom to lead a dignified life, free from fear or want, and free to express independent beliefs. Insuletics supports the principles of Human Rights set out in the Universal Declaration of Human Rights (UNDHR), the ILO core conventions on Labour Rights and is a signatory of the United Nations Global Compact.

Scope

This Policy applies to all Insuletics operations. Particular attention is required by procurement functions when considering material tenders, third party contracts, business partners, suppliers and their supply chains where practical. It is not feasible to assess every supplier and the entirety of their supply chain.

Whilst we do not have a direct influence over our business partners' operations, we look to engage with them and demonstrate our own internal standards. Where local legislation conflicts with this statement, we will comply with the law while seeking to promote best practice through our own conduct. The role of companies and Human Rights has no single universal set of principles. We continue to monitor international developments and adhere with best practice such as the UNDHR, ILO and UN Global Compact whilst being mindful of national and cultural differences.

Statement of Principles

Insuletics respects and supports the following:

1. The right to equal opportunity and non-discriminatory treatment
2. The right to security of person
3. The rights of children
4. The freedom of association and right to collective bargaining
5. It will not use forced or compulsory labour
6. It will provide a safe and healthy workplace
7. It will pay workers a fair wage
8. It will not pay bribes
9. It will ensure that the company's services and products are not used to abuse human rights
10. This policy will be reviewed on a regular basis to evaluate continued relevance and to monitor compliance

Date: 3 November 2014

Signed:



Ian Coates
Managing Director