

# Human Rights Policy

Our Human Rights Policy defines the standards that East Riding Sacks Limited (ERS) upholds in all of its operations – both external and internal. ERS is committed to respecting everyone's human rights in all aspects of our operations.

## Employees

ERS believe that our employees should be treated with respect and dignity and work in an environment that is free from harassment and unlawful discrimination. This is reflected in our company policies and procedures and communicated directly via our Employee Handbook. Our handbook states that all employees should be able to work in an environment that is free from discrimination, harassment and bullying and that all employees should be treated fairly and with dignity regardless of their background.

Equally, the company will not tolerate inhumane or disrespectful treatment from one employee to another, it is every employee's responsibility to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment. Our grievance and non-retaliation policies support this. Employees are encouraged to raise issues relating to their human rights in confident and without fear of retaliation.

## Suppliers

ERS expect all suppliers to follow similar principles as our own in relation to their treatment of employees with respect and dignity. Suppliers are expected to operate with codes of ethics and business conduct that are consistent with our own. ERS promote continual improvement with respect to human rights with our suppliers.

## Customers

ERS openly welcome audits and inspections from our customers to provide confidence that we treat of our workers fairly and with respect and dignity.

For and on behalf of the Board of Directors, East Riding Sacks Limited.