

## **1.0 Purpose**

In line with INDEVCO Group's culture and core values, and in recognition of its determination to promote business ethics and personal integrity in different transactions and interactions, Sanita UK has adopted a LABOUR STANDARDS POLICY that acknowledges its obligations towards its employees, stakeholders and the communities in which it works, and has outlined below its policy in relation to labour standards.

## **2.0 Labour Standard / Employee Relations**

### **2.1 Wages & Benefits**

Sanita UK shall provide fair compensation and work benefits to employees meeting, at minimum, national legal requirements and/or industry benchmark standards. Wages and benefits shall effectively reflect job description and employee scope of responsibility. All employees shall be clearly informed of and agree with employment conditions prior to beginning work.

### **2.2 Working Hours**

Sanita UK shall set fair working hours that comply with local laws and do not violate international labour standards

### **2.3 Occupational Health & Safety**

Sanita UK shall ensure a safe and hygienic working environment to the best of its ability, as well as take steps to prevent accidents and injuries, in line with prevailing knowledge of industry hazards and operational health risks.

### **2.4 Non-Discrimination**

Sanita UK shall not discriminate in hiring, compensation, access to training, promotion, termination or retirement based on race, social group, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

### **2.5 Freedom of Association & Collective Bargaining**

Sanita UK shall ensure a work environment respectful of an employee's legal right to associate freely with lawful associations, labour unions, or work councils and engage in collective bargaining. Sanita UK shall ensure not to discriminate or disadvantage employees who choose to exercise these rights.

### **2.6 Child Labour**

Sanita UK shall adhere to local legislation pertaining to child labour and the minimum age required to enter the work force legally.

### **2.7 Forced or Compulsory Labour**

Sanita UK shall not force, involuntarily imprison, or bond labour. Employment shall be freely chosen.

### **2.8 Harsh or Inhumane Treatment**

Sanita UK shall prohibit violation of human rights and equality. Sanita UK shall ensure all employees work in an environment free from physical and verbal abuse, harsh disciplinary actions, sexual harassment, discrimination, and all forms of intimidation.

**Sanita UK Ltd**  
Suite 3 Sigma House  
Hadley Park East  
Telford TF1 6QJ  
Reg Nr. 3760771  
Tel: 01952 670246 1

Sanita UK Ltd  
Operation Manager

