

## **SOCIAL ACCOUNTABILITY STATEMENT**

BWHL actively promotes a positive culture with respect to human rights and the continuous improvement of working conditions in all areas of its global operations.

BWHL is committed to managing its business in a way that respects relevant national and international employment legislation and does not become complicit with human rights abuse.

This commitment is underpinned by BWHL's business principles and shall strive to identify, assess, manage, and improve the elements of its operation that can impact on social accountability.

In line with sound business practices, BWHL shall:

- Conduct business with fairness, honesty, integrity, and respect for the interests of stakeholders
- Comply with laws and regulations within the countries in which the Group operates
- Prevent the use of child labour and forced labour, improve health and safety, support freedom of association, prevent discrimination, implement performance management, and manage working hours
- Develop a management system that establishes responsibilities, supporting policies, monitoring methods and a review process of performance
- Encourage suppliers, contractors, and other stakeholders to support BWHL's principles and commitment on social accountability and introduce programmes aimed at supporting these principles

In order to support the implementation of these objectives, BWHL has aligned itself with both UK legislation and international standards for guidance and alignment in the social accountability aspects of our business.

This policy shall be communicated to every employee and be available to all other interested parties, who are encouraged to confidentially voice their concerns in relation to any activity of BWHL which may indicate a divergence from this policy.

The SLT has been designated to have overall responsibility for ensuring that sufficient resources are available for the implementation of this policy, and that it is reviewed at regular intervals.

Updated 01 July 2024



Nathan Palmer

**Managing Director** - BWHL Group Ltd