


Quality System Manual		
Prepared by: D Thomas	HR020 – Human Rights Policy	Date: 02/10/2017 Issue 1
<b>Authorised by:</b>	Managing Director	

# Human Rights Policy

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## Scope

The purpose of this Human Rights Policy is to communicate to our employees, customers and suppliers, the ethical and social values we respect and uphold. By adhering to this policy Bevisol aims to be an aspiring business for people to join and be associated with.

Bevisol is dedicated to the adoption of internationally recognised human rights standards, and this helps us to aim to ensure a consistent adoption of principles throughout the company.

## General Principles

- We are committed to performing our business to the highest standard of ethics and in accordance with our values.
- We are open and fair and commit to communicate effectively with all staff, customers, suppliers and external parties.
- We respect all fundamental human rights and will be guided by core labour standards and national legislation.

## Employee Relations

- All our employees shall conduct themselves in accordance with the highest ethical standards.
- Bevisol aims to ensure that no form of discrimination is practiced in any area of the business including, recruitment, promotion, training, termination, redundancy and retirement. Decisions will not be made based on race, colour, and ethnic origin, gender, age, religious beliefs, disabilities, marital status, social class, and nationality, sexual orientation or gender reassignment.
- Bevisol is committed to ensuring that our employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment, and accordingly such actions are forbidden.
- In accordance with legislation, best practice and a prevailing knowledge of the industry, Bevisol shall take all reasonable steps to prevent accidents and injury to health arising out of, or associated with or in the course of work, by minimizing as far as possible the causes of hazards inherent in the working environment.

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- All employees shall receive an appropriate level of training to enable them to perform their duties safely.

## **Social Responsibility**

### *Environmental Impact*

- Conserving and protecting the environment is of high importance. Bevisol shall not engage in activities that have unacceptable risks and such risks shall be identified as early as possible, with a view to facilitating a timely and appropriate action.
- Bevisol shall seek to avoid the methods of operation which give rise to environmental risks where there are suitable alternatives available.

## **Communication**

- Bevisol Ltd will ensure that its Human Rights Policy is communicated to all staff effectively, including but not limited to:
- Being available in hard copy format
- Being available to all staff on Easy Access on Q Drive