

Charter Tech Ltd – Human Rights Policy

1. Policy Statement

Charter Tech Ltd is committed to respecting and promoting human rights in all aspects of our operations, supply chains, and business relationships. We uphold the principles set out in the **Universal Declaration of Human Rights**, the **International Labour Organization's (ILO) Core Conventions**, and the **UN Guiding Principles on Business and Human Rights**.

We operate in compliance with the **Human Rights Act 1998**, the **Modern Slavery Act 2015**, and all relevant UK and international laws concerning human rights.

2. Scope

This policy applies to:

- All employees, contractors, and directors of Charter Tech Ltd
 - Our suppliers, business partners, and subsidiaries
 - All countries in which we operate
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3. Our Human Rights Commitments

We are committed to:

- **Fair Treatment:** Ensuring equal opportunities and non-discrimination based on race, gender, age, religion, sexual orientation, disability, or any other status.
 - **Safe Working Conditions:** Providing a safe and healthy working environment for all workers.
 - **Freedom of Association:** Respecting employees' rights to join or form trade unions and to bargain collectively.
 - **No Forced or Child Labour:** Zero tolerance for modern slavery, human trafficking, forced, bonded or child labour.
 - **Fair Wages:** Paying fair wages that meet or exceed minimum legal standards.
 - **Privacy and Dignity:** Respecting the personal data, dignity, and rights of all individuals we interact with.
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4. Supply Chain and Business Partners

We strive for our suppliers and partners to uphold the same human rights standards. Due diligence and audits may be conducted to ensure compliance. We reserve the right to terminate relationships where human rights violations are identified and not addressed.

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5. Implementation and Training

We will:

- Provide training to employees on this policy and relevant human rights issues.
 - Integrate human rights due diligence into our risk management and procurement processes.
 - Conduct regular reviews and updates to the policy.
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6. Reporting Concerns

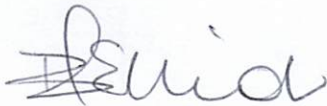
Employees and external parties are encouraged to report human rights concerns via our confidential **whistleblowing channel**. All reports will be taken seriously and investigated appropriately, without retaliation.

7. Governance and Review

This policy is approved by the Board of Directors and will be reviewed annually or in response to significant changes in legislation or business operations.



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D A Benham
MANAGING DIRECTOR
13-06-2025



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B ELLIOT
HEAD OF ADMINISTRATION
13-06-2025

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