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Human Rights Policy

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1. Policy Statement

Metrol is committed to respecting human rights and labour standards in its operations and within the wider societies and cultures with which it interfaces. We have a responsibility to uphold and protect the rights of individuals in all aspects of our activities across the world.

Metrol's global activities bring it into contact with different social, political, financial, legal, and economic systems as well as different cultures, traditions, and languages. To adhere to its principles, it is essential for Metrol to have sound ethical foundations ensuring, that human rights and labour standards are upheld, and no violations occur all while maintaining the highest levels of business integrity

Metrol respects and promotes fundamental labour rights and standards, such as minimum wage requirements, working time regulations, prohibition of child or forced labour and freedom of association.

Metrol believes in diversity and equality of opportunity and prohibits any harassment or discrimination in the workplace particularly regarding race, gender, age, disability, sexual orientation, religion, political views or national or ethnic origin.

This policy does not form part of your contract of employment, but it is a condition of employment that employees shall abide by the rules and policies implemented by Metrol from time to time. Metrol may amend the policy at any time.

2. UN Guiding Principles

The UN Guiding Principles on Business and Human Rights provide a framework for businesses to respect human rights and avoid negative impacts on people in their operations, supply chains, and relationships with other parties. The principles were unanimously endorsed by the UN Human Rights Council in 2011 and are based on three pillars:-

1. The duty to **protect** human rights – protect individuals from human rights abuses, including those committed by businesses. They must also create an environment in which business can operate with respect for human rights.
2. The responsibility to **respect** human rights – businesses have a responsibility to respect human rights throughout their operations, regardless of where they operate, their size, sector, or ownership structure. They should carry out due diligence to identify, prevent and mitigate negative human rights impacts, and take appropriate remedial action where necessary.
3. Access to **remedy** – where human rights breaches occur, those affected should have access to effective remedy. Businesses should provide and/or co-operate in such remedies where they have caused or contributed to the harm.

The UN Guiding Principles are widely recognised as the authoritative standard in this area. Many companies have adopted the Guiding Principles and Metrol integrates them into its operations and supply chains.

3. Our Commitment:

Metrol is committed to the following:-

1. Respect for human rights
We respect the human rights of all individuals, including our employees, customers, suppliers, and communities in which we operate. (A separate Code of Conduct is also available).
2. Non-Discrimination
We do not discriminate against any individual or group based on their race, colour, sex, gender

identity, sexual orientation, religion, national origin, disability, or any other characteristic protected by law.

3. Child Labour

We do not engage in or support any form of child labour. (A separate Young Workers and Child Remediation policy is available)

4. Forced Labour

We do not engage in or support any form of forced labour, including slavery or human trafficking. (A separate Modern Slavery Policy is available)

5. Freedom of Association and Collective Bargaining

We respect the rights of our employees to freedom of association and collective bargaining and will not discriminate in any way against those.

6. Working Conditions

We provide safe and healthy working conditions for our employees and strive to promote their wellbeing – both physical and mental – and work-life balance.

7. Respect for Privacy

We respect employees' rights to a reasonable degree of privacy within the work environment and will:

- ensure that any substance medical screening is carried out in accordance with the relevant policy;
- refrain from carrying out covert surveillance of an employee unless the employee is genuinely suspected of criminal conduct or serious malpractice and there is no other way to effectively establish whether the suspicions are valid;
- provide a way in which employees can conduct personal business that is not recorded or monitored.

8. Environmental Sustainability

We recognise the relationship between human rights and the environment and commit as much as possible to sustainable environmental practices in order to help safeguard the health and wellbeing of all individuals.

4. Employee Duties:

Employees have a duty to:

- abide by this policy, and all other Metrol policies and procedures;
- respect their colleagues' rights to reasonable privacy and freedom of expression;
- avoid seeking to proselytise their personal religious beliefs within the workplace;
- ensure that their rights to freedom of expression are not exercised unreasonably or in a way that might offend others;
- report any instances of breaches of this policy by either Metrol or fellow employees to your line manager or Metrol's HR department.

5. Implementation:

We implement our human rights policy through the following measures:

1. Communication and Training

We communicate our human rights policy to all employees, suppliers, customers, and other stakeholders and provide refresher training to ensure that all individuals are aware of their responsibilities.

2. Due Diligence

We conduct due diligence to identify and assess any actual or potential human rights impacts associated with our operations and take steps to prevent or mitigate any negative impacts.

3. Grievance Mechanisms

We have established effective grievance mechanisms to ensure that any individual or group can raise concerns related to our human rights policy, and that appropriate action is taken in response. (A separate Whistleblowing policy is also available).

4. Collaboration and Engagement

We inform relevant stakeholders of this policy in order to promote responsible business practices.

5. Monitoring and Reporting

We regularly monitor compliance with our human rights policy, and disclose any incidents or concerns related to human rights.

6. Conclusion:

Metrol is committed to upholding human rights and promoting responsible business practices. We recognise that respecting human rights is not only a legal and ethical obligation, but important for building trust and maintaining the long-term sustainability of our business.

We continue to monitor and improve our human rights performance and strive to promote human rights in our industry and beyond in accordance with the UN Guiding Principles.