



Severn Group

# Human and Labour Rights Policy

JUNE 2025

We value the sense of belonging and family spirit across our operations. Everyone at Severn Group contributes to our success – we are incentivised and empowered to positively impact business achievements, environmental sustainability and high performance in safety.

# Introduction

## Introduction

Human rights and labour standards are core to the success of Severn Group. We have a duty to respect and protect the rights of our people across our operations. We are committed to ensuring that our employees are subject to fair working practices and are treated with respect. This Policy supports and reaffirms the commitments set out in our Code of Conduct.

## Who does this Policy apply to?

This Policy applies to all persons working for us or any Severn Group Company or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners, sponsors, or any other person associated with us, wherever located. Our customers and suppliers are strongly encouraged to adopt and implement our Policy, if they do not already have their own policy in place.

## Our Policy's purpose

This Policy's purpose is to embed the respect and promotion of human and labour rights into all areas of Severn Group.

This includes providing:

- a safe working environment;
- an environment free from discrimination and harassment;
- a commitment to the prevention of modern slavery & human trafficking;
- fair and legal working hours, benefits and wages; and
- the freedom of association and the right to collective bargaining.

## Safe working environment

Safety is of the upmost importance at Severn Group and providing safe and healthy working conditions for the prevention of work-related injury and ill health is the top priority.

We have a Health and Safety Framework that defines our overall health and safety assurance programme and our sites are audited to assess performance.

## Prevention of discrimination and harassment

We aim to create a working environment free from bullying, harassment, victimisation and discrimination, by promoting dignity and respect for all, and where individual differences and the contributions of all employees are celebrated and valued.

# Awareness

Severn Group does not tolerate any form of discrimination on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.

Employment-related decisions, from hiring to termination and retirement shall be based on relevant and objective criteria, and in line with relevant employment legislation. Severn Group has an Equality Diversity and Inclusion Policy that promotes a culture of inclusion.

## **Modern slavery and human trafficking**

Severn Group is committed to preventing slavery and human trafficking from occurring in any of our corporate activities around the world as well as seeking to ensure our supply chains are also free from such practices.

Accordingly, Severn Group does not knowingly use unlawful child labour or forced labour in any of the utilities, other commodities, products or services it provides, nor will we accept commodities, products or services from suppliers that employ or utilise child labour or forced labour. Each year we update a Modern Slavery Statement which highlights our aims, and progress made against these aims.

## **Freedom of association**

Severn Group respects employees' rights to form, not join or join a labour union or other organisation of their choice, and to bargain collectively in support of their mutual interests. Severn Group also supports and encourages initiatives to establish internal means to achieving effective representation of workers' interests.

## **Working hours, leave, benefits and wages**

Severn Group, as a minimum, adheres to all applicable laws or industry standards, whichever may be more robust, relating to wages, working hours, leave, overtime and benefits. All employees are provided with a Contract of Employment.

## **Agreement to follow this Policy**

This Human and Labour Rights Policy is fully supported by The Executive Committee. This Policy is non-contractual and may be amended at any time. This Policy should be read in conjunction with the Code of Conduct, Disciplinary Policy, Equality Diversity and Inclusion Policy, Grievance Policy and Modern Slavery and Human Trafficking Statement. All Severn Group Policies can be accessed on the Group Policy Hub.



At Severn Group, our business success flows from expertise – from technical knowledge and experience that position us as a leader in our field. Not everything, however, can be engineered. The Values which underpin that success stem instinctively from the culture we seek to sustain. Everything we do is tested against our Values, and our people are encouraged to apply them every day: they are the stewards of our brand, our reputation, our heritage, our ambitions.



**Customer**



**Integrity**



**Excellence**



**Accountability**