



## Human Rights Policy

At Uniplex (UK) Ltd, we are committed to upholding ethical and sustainable business practices, with a strong focus on respecting human rights. Our core values—integrity, safety, excellence, sustainability, and inclusion—form the foundation of our company culture. We embrace diversity in our workforce and foster an inclusive environment that encourages innovation and growth. Through the adherence to these values, Uniplex (UK) Ltd delivers high-quality solutions that benefit the communities in which we operate.

Uniplex (UK) Ltd is dedicated to respecting human rights and upholding the principles outlined in the United Nations Universal Declaration of Human Rights. Human rights encompass economic, social, cultural, political, and civil dimensions, representing the basic standards of treatment to which all individuals are entitled. For Uniplex (UK) Ltd, this commitment means ensuring that our products and services are delivered under conditions that respect the dignity of the individuals providing them. It also means respecting the rights of the people in the communities surrounding our operations, as well as those of our suppliers.

We acknowledge our responsibility to prevent human rights abuses within our operations and to cultivate a culture that aligns with the principles of the United Nations Universal Declaration of Human Rights: Freedom, Individuality, Equality, Citizenship, the Right to Assemble, and Health. We recognize and respect collective bargaining agreements and uphold the right of our employees to freedom of association and collective bargaining, in compliance with applicable laws. Our commitment to these principles is reflected in our dedication to following legal standards, regularly reviewing our compliance with relevant laws, and addressing any areas where improvements are needed. We proactively establish policies that support respect for human rights and communicate our approach to human rights with our business partners.

Uniplex (UK) Ltd is committed to continuously enhancing our approach to protecting human rights. We regularly update our policies and practices to address emerging issues and to raise awareness within our business regarding the human rights impacts of our decisions. We strictly prohibit discrimination based on age, ancestry, colour, religious creed, denial of family and medical care leave, disability, marital status, medical condition, genetic information, military and veteran status, national origin, race, sex, gender, gender identity, gender expression, sexual orientation, or any other characteristic protected by law.

Uniplex (UK) Ltd enforces a zero-tolerance policy for human trafficking, child labour, and forced labour. This Human Rights Policy applies to all of our company operations, partners, and suppliers and is incorporated into the Uniplex (UK) Ltd Supplier Code of Conduct.

A handwritten signature in black ink, appearing to read "Adriaan Posthuma", is written over a light blue horizontal line.

Signed by: **Adriaan Posthuma**  
**Managing Director**

Dated: 25.04.23