



# CARDINAL

## CARDINAL PROJECT MANAGEMENT LTD

### HUMAN RIGHTS POLICY

The objective of this policy is to minimise risks to Cardinal Project Management Ltd (“Cardinal”) from a breach of international Human Rights standards by the company or by association with business partners and suppliers. It aims to protect the business by providing a framework of fundamental principles of Human Rights by which Cardinal will be guided in the conduct of its business.

#### **Background**

Human rights can be defined as basic rights that allow individuals the freedom to lead a dignified life, free from fear or want, and free to express independent beliefs. Cardinal supports the principles of Human Rights set out in the Universal Declaration of Human Rights (UNDHR), the ILO core conventions on Labour Rights and is a signatory of the United Nations Global Compact.

We endeavor to ensure our direct operations and any interactions with business partners do not make us complicit in Human Rights violations in accordance with the above codes.

#### **Scope**

This Policy applies to all Cardinal operations, including wholly or majority owned subsidiaries and associated companies/sites/locations where Cardinal has management control. Particular attention is required by procurement functions when considering material tenders, third party contracts, business partners, suppliers and their supply chains where practical. It is not feasible to assess every supplier and the entirety of their supply chain.

While we do not have a direct influence over our business partners’ operations, we look to engage with them and demonstrate our own internal standards. Where local legislation conflicts with this statement, we will comply with the law while seeking to promote best practice through our own conduct.

The role of companies and Human Rights has no single universal set of principles. We continue to monitor international developments and adhere with best practice such as the UNDHR, ILO and UN Global Compact whilst being mindful of national and cultural differences.

#### **Statement of principles**

Cardinal respects and supports the following:

- The right to equal opportunity and non-discriminatory treatment
- The right to security of person
- The rights of children
- The freedom of association and right to collective bargaining
- It will not use forced or compulsory labour
- It will provide a safe and healthy workplace
- It will pay workers a fair wage

- It will not pay bribes
- It will ensure that the company's services and products are not used to abuse human rights

### **Employees**

Cardinal employees are required to comply with our Business Principles, Brand Beliefs and code of conduct through our human resources policies and procedures.

### **Business partners and suppliers**

Cardinal will strive to ensure that procurement functions (dealing with material tenders, third party contracts and suppliers and functions dealing with business partners (commercial lines, joint ventures, etc) endeavor to seek partners upholding the same principles through their operations and supply chains where practical.

### **Customers**

Cardinal will seek to ensure that its products and services are not used to abuse human rights. Cardinal will regularly appraise the social and economic climate of every country where we do business.

Signed

A handwritten signature in purple ink, appearing to read "T. Considine", with a long horizontal flourish extending to the right.

Tim Considine

Group Managing Director

Date 12/06/2023