

	<b>Human Rights Policy</b> <b>BAB-HR-POL-43</b>	Policy
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## Human Rights Policy

### 1. Purpose

The purpose of this Human Rights policy is to clearly explain to our employees, customers,



This Group-wide Supplier Code of Conduct provides clarity about our expectations of methods used to deliver environmental and social responsibility. The code reflects the same standards that we hold ourselves to and enables a consistent approach to our customers in delivering to the highest ethical standards. Our suppliers should either be willing to subscribe to our Code or confirm they have equivalent standards and procedures in their own businesses.

### People commitments

**Fair treatment** - We will treat all employees fairly and honestly regardless of where they work. All staff will have a written contract of employment, and agreed terms and conditions, including working time, notice periods on both sides. All staff are entitled to reasonable breaks, welfare facilities and potable water at their place of work. Annual leave is provided in accordance with the legislation of the country where they work. All employees are provided with appropriate equipment and training for their role..

**Modern Slavery** - At Babcock we are committed to conducting our dealings, whether with customers, suppliers, employees or the communities in which we are based, with the utmost integrity and as such we are steadfast in our support for the elimination of modern slavery in all its forms, including the exploitation of children. The Company does not recruit child labour, and supports the elimination of exploitative child labour. Our annual modern slavery statement exploring our current actions in more depth can be found on our website.

**Migrant workers** - We expect all workers, including imported and migrant workers, to be provided wages, benefits and working conditions that are fair and in accordance with local law. We do not condone holding workers' passports to keep them from leaving, charging any type of fee or deposit for employment, or any other unfair practice.

**Freedom of association and collective bargaining** – We respect the rights of employees to choose to be a member of a trade union and to bargain collectively as II.01(y)-08(t0 Td 27i )-08(a.19

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