

Policy title: Siamo Group Labour & Human Rights Policy	
Approved by: Craig Golby	
Position: Managing Director	
	
Signature:	
Version no: 3	Revision date: 19/09/2025

Introduction

Siamo Group is committed to running our business in a manner that protects the safety, health, and welfare of all our employees and others impacted by our activities.

As a UK based employer, we believe that we have a responsibility to ensure we understand the human rights of our workforce and that we observe the rights not only of our workforce, but also those of our suppliers and contractors wherever they are based.

We support the principles set out in the following international standards:

UN Declaration of Human Rights.

UN Guiding Principles on Business and Human Rights.

The International Labour Organisation's Fundamental Conventions.

Scope

This policy applies to the entire Siamo Group. It covers all employees, managers, contractors and business partners.

Aims

Siamo Group will ensure that all employees receive fair wages, and are treated with respect and without discrimination, and will thoroughly investigate all reports of this standard not being met, and will take action where wrong doing is found.

Siamo Group will promote the human rights of all in line with the principles set out in the following international standards and all relevant legislation.

Commitments: Objectives

Siamo Group will, without exception, uphold the following human rights and UK employment law:

- Prohibit the use of all forms of forced and child labour, and any form of human trafficking.
- Ensure equal opportunity for all without discrimination or harassment on the basis of race or national origin, sex, disability, age, gender reassignment, sexual orientation, religion or belief, social or marital status, or pregnancy and maternity
- our workforce receives pay that does not fall below the National Minimum Wage/National Living Wage and complies with all aspects of the Working Time Directive.
- working hours, holidays and leave periods given in compliance with all UK employment law

To further uphold our employee's human rights Siamo Group is committed to:

- All employees understand their responsibility for maintaining a working environment that upholds respect for human rights and is free from all discrimination and harassment.
- The health, safety and welfare of all employees, and stakeholders, including local communities;
- Proactive hazard/risk recognition and mitigation via risk assessments;
- Respect for all employees' right to join or form a labour union;
- Training for employees that enables them to develop their skills
- Promote a positive workplace culture of mental wellbeing and healthy work/life balance.

Policy title: Siamo Group Labour & Human Rights Policy	
Approved by: Craig Golby	
Position: Managing Director	
	
Signature:	
Version no: 3	Revision date: 19/09/2025

Commitments: Targets

Our commitments will be achieved through specific targets:

- Zero incidents of modern slavery, child labour, or human trafficking in Siamo Group's workforce of employees and flexible workers.
 - All flexible workers to receive 'Stronger Together – Tackling hidden labour exploitation' questionnaire upon assignment start.
 - Modern Slavery prevention check; Siamo Group Accounts department to run a report for check for duplicate bank account and duplicate address use before 100% of pay runs.
 - Updated and more in depth 'Approved Supplier Questionnaire' to be created 2026 and sent to 100% of our suppliers to prevent the use of modern slavery and/or child labour in our supply chain.
- Yearly training in Equality and Diversity received by 100% of Siamo Group's direct employees, to ensure unbiased and fair hiring decisions.
- 100% of all Siamo Group direct employees to receive the following ALP training:
 - Preventing Discrimination
 - Preventing Sexual Harassment
- 100% of Siamo Group direct employees who recruit, supervise, or manage flexible workers, receive the following ALP training:
 - Complying with the Agency Workers Regulations (AWR)
 - National Minimum Wage (NMW) Compliance
 - Calculating Holiday Pay for Irregular Hours and Part-Year Workers
- Zero workplace accidents by 2026: System implemented to investigate 100% of workplace near misses and accidents by 2026.
- Increase total training hours by 10% in the year 2026 against a baseline year of 2020
- Quarterly communication to all employees promoting new and established staff welfare resources such as our Employee Assistance Program (24/7 mental health crisis/addiction/bereavement helpline).

Roles and Responsibilities

All employees, workers and contractors of Siamo Group are responsible for maintaining a working environment that upholds respect for human rights and is free from all discrimination and harassment. All employees have a responsibility to report, to their line manager or the HR team, any concern that one of our employees, suppliers or contractors is violating this Human Rights Policy and/or UK laws; and that reporting should take place at the earliest opportunity.

If an employee does not feel able to report their concerns to their line manager they can contact staffwelfare@siamogroup.com where all information will be treated with the strictest confidence by HR team member Luisa Hassall.

If an employee does not feel able to concerns within Siamo Group, they should use the whistleblowing process within the Employee Assistance Programme via Health Assured 0800 030 5182.

Policy title: Siamo Group Labour & Human Rights Policy	
Approved by: Craig Golby	
Position: Managing Director	
	
Signature:	
Version no: 3	Revision date: 19/09/2025

The HR team is responsible for developing the labour and human rights policy and proposing annual objectives to the Board of Directors.

Policy Review

The HR team will identify best practices and tools that the company can use to help achieve our Siamo Group commitments and targets.

The policy is to be updated yearly by the HR team and approved by the board of directors. All changes will be communicated to all Siamo Group internal and external stakeholders.

Siamo Group has identified the following policies as part of our ongoing commitment to human rights:

- Equality and Diversity
- Modern Slavery
- Child Labour
- General Health and Safety
- Trade Union and Freedom of Association