



MICHAEL LONSDALE GROUP

Human Rights Declaration

Statement

The Michael Lonsdale Group inclusive of (Michael Lonsdale Ltd, Michael J. Lonsdale Ltd, Michael J Lonsdale (Electrical) Ltd and MJL Midlands Ltd) believe businesses can only really flourish when human rights of those involved are protected and monitored on an ongoing basis. We recognise that we hold the responsibility to protect human rights of those in engagement with us but also to contribute to positive human right impacts in our industry and beyond.

Purpose

Michael Lonsdale Group is committed to providing and creating an environment free of discrimination and harassment for each of our staff members both employed members and peripheral workers. This includes the treatment of those across all our sites, buildings, offices and across all levels of our company hierarchy. We believe human rights should be observed no matter the context or project.

All our staff members, suppliers and partners are treated with dignity, respect and as equals.

As part of our Equal Opportunities Policy and our Diversity and Inclusion practice, we also appreciate our differences and ensure each, and every individual is awarded the same opportunity for growth and development as well as reward and recognition.

Scope

This document intends to protect the rights of our workers, managers and suppliers and educate to provide a more inclusive place of work.

- It is aimed at all staff members via all engagements, stakeholders, directors, partners, suppliers, casual / contract staff and all trainee / student members.
- Applies to all members across all sites, locations and offices.
- Considers communication via electronic methods and otherwise.

Enforcement

- We recognise and adhere to convention rights set out in The Human Rights Act 1998
- We adhere to our Modern Slavery and Human Trafficking Policy 2021

Responsible Sourcing and Health & Safety

As part of this practice, we also work in collaboration with our Environmental and Sustainability department to ensure materials used in our projects are sourced ethically where possible and contributes to an eco-friendlier environment.



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Our robust procedures in risk assessments ensure that all H&S regulations are met, standards are clearly identifiable to ensure the safety of all staff involved. Our sustainable policy can be read [here](#).

Compliance with Law

As part of our internal policies, we educate all parties involved on local and national law to ensure adherence with full commitment.

Relating Policies

To ensure full commitment to human rights, our company also has the following policies in place used to protect staff in key areas and to prevent any form of discrimination taking place:

- [MLG-POL-001 Anti-bribery and Corruption Policy for all staff](#)
- [MLG-POL-005 Corporate Social Responsibility](#)
- [MLG-POL-006- Modern Slavery and Human Trafficking Policy](#)

Working Hours

Normal working hours will not exceed contractual and legal averages.

All staff and our members can take sufficient breaks throughout the working day to ensure adequate rest is taken to encourage high productivity levels.

Any over time is recognised and appreciated through internal processes which involve employee engagement and appraisals.

Working conditions

All our sites, offices and other settings are regularly monitored to ensure it provides adequate ventilation, physical comfort, accommodates any specific needs (such as wheelchair access if required) , attracts natural sunlight and is safe from hazards and risks of accidents.

Diversity and Inclusion

We committed to creating a diverse workplace for all our staff. We celebrate our employee's diverse backgrounds and actively encourage those from BAME groups or minority groups to join our team to better add to this value of diversity and inclusion that we uphold. We believe that being diverse not only protects human rights but also looks at addressing any inequality issues that may arise with staff or suppliers. This includes unconscious bias whereby the stereotypes are displayed from an individual that is unaware that the actions are in fact a stereotype.



We are serious about advancing diversity and fostering inclusion in our business, so this is an area that is pro-actively addressed in all parts of the business, from senior management to staff across all departments and divisions.

In accordance with our Diversity and Inclusion policy, the Michael Lonsdale Group have a zero-tolerance policy on discrimination against any members of our staff.

As part of the Equality Act 2010 the Michael Lonsdale Group takes responsibility in ensuring we are providing equal opportunities for all and protecting your rights in the workplace considering 9 key characteristics:

- Age
- Sex
- Gender reassignment
- Race
- Pregnancy/maternity
- Religious or spiritual beliefs
- Sexual orientation
- Disability
- Marital status / civil partnership

With our ongoing responsibilities, we have conducted an in-house diversity and inclusion monitoring exercise. With respect to GDPR and Data Protection rules we have collected key information on our staff in relation to the characteristics mentioned above.

Internal:

We believe that it is important to continuously celebrate all cultures, religions and beliefs. This not only provides our staff confidence but also encourages others from diverse backgrounds to join our business. To do this, we have brainstormed some of the ideas to ensure that we are actively upkeeping a diverse environment:

- We have introduced an internal newsletter which is circulated monthly. This highlights and celebrates religious holidays that are taking place around the world. We hold spontaneous quizzes by way of educating our staff on other backgrounds different to theirs. The ROI in this is that we have more diverse individuals joining our business, current staff are more comfortable in engaging in such conversations and are keen to educate themselves further.
- Productions – we have a dedicated team of staff who are working on internal projects by scripting, filming and directing various videos that help tackle things like: unconscious bias and women in the construction industry. The idea is to break the barriers and stigmas around these issues to create a better and happier place of work.



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Unconscious bias:

- We actively engage our staff on all levels on awareness sessions and training as a preventative measure to tackle any unfair treatment in any of our projects or places of work.
- Our marketing and HR are collectively producing a video which will educate our staff and suppliers on this subject. Our commitment to this is that time, effort and resources are being invested into this to ensure the end product directly tackles unconscious bias in the workplace. It is a visual representation of this issue.

Name: Michael Hoodless **For and on Behalf of the Michael Lonsdale Group Board of Directors**

Position: Group Chairman

Signature:

Date 10th January 2023