

POL008 Human Rights Policy



Policy Statement

At Hiflow Integrated Services Group we:

1. Respect and support human rights as set out in the Universal Declaration of Human Rights and the ten principles of the UN Global Compact.
2. Expect our employees and contractors to comply with this policy, in the context and spirit of Hiflow's purpose, values and Code of Conduct and we seek to work with third parties who support our approach and standards.
3. Comply with applicable legislation that supports human rights wherever we operate. Where our policy goes further than local laws, we'll operate to our policy. If our policy conflicts with local law, we'll follow local law while trying as far as possible to act in accordance with the spirit of our policy.
4. Are committed to providing a fair, safe and healthy working environment for our employee that is free from unlawful discrimination, harassment, bullying or victimisation.
5. Do not tolerate or support the use of child labour, forced or compulsory labour in our operations.
6. Respect and support the right of employees to establish, join or not join trade unions or other associations and we recognise any local rights to collective bargaining.
7. Are committed to being an inclusive employer, promoting and valuing diversity within our workforce, among our customers, suppliers and in the communities in which we operate.
8. Respect client's privacy and protect their personal information.
9. Care about the way our suppliers do business, and we will work with them to continuously improve.
10. Do not tolerate bribery and corruption in any form. Bribes, pay-offs, facilitation, payments, secret, unjustified or inflated commissions, kick-backs and any like payments are strictly prohibited. If you suspect any behaviour which is inconsistent with this policy, you can use the Whistleblowing Process. The process provides an avenue for anyone to report suspected unethical, illegal, or improper behaviour. Employees are encouraged to speak to their manager first.

AUTHORISED BY:

Signed: 
Brett Saunders

Position: Chief Executive Officer Date: 01/07/2024