

HUMAN RIGHTS POLICY

The Owens Group respects and supports the dignity, well-being and human rights of our employees, the community and those affected by our operation.

This policy sets out our commitment and the steps we take to meet our responsibility to respect internally recognised human rights standards.

The Owens Group complies with national laws and regulations in the jurisdictions within which it operates. This policy provides the basis for embedding responsibility to respect human rights throughout all our business operations.

The Owens Group provides for a working environment which is free of any form of harassment or discrimination.

Diversity, Inclusion and Equal Opportunities

1. Owens Group values diversity and is committed to promoting equal opportunities in the workplace. Every job applicant, employee will be treated fairly and equally with dignity and respect regardless of age, disability, gender reassignment, marital or civil or national origin, religious belief, union membership, political opinion, sex, sexual orientation, or any other protected characteristic.
2. Owens Group Equal Opportunities Policy sets out our approach to equal opportunities and the avoidance of discrimination at work. It applies to all aspects of employment with Owens including recruitment, pay and conditions, training appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment.
3. At Owens Group we believe that people have a right to be treated with dignity. Owens is committed to providing a working environment free from harassment and bullying and ensuring all employees are treated and treat others with dignity and respect.

Harassment means improper comment or conduct that a person knows or ought to know would be unwelcome, offensive, embarrassing, or hurtful. Staff and tenants: Must not exert or attempt to exert undue or inappropriate influence on staff or tenants or behave in a manner that may reasonably be perceived as intimidating or threatening. Must not influence outcomes with threats, bribes, or inducements. Must NOT behave in an abusive way towards other staff. For example: initiating or spreading hurtful rumours, - swearing at someone (includes obscene language, name calling, hand gestures), - using insulting behaviour (includes both words and gestures), - electronic or physical display of pornography, - making physical threats, - assaulting someone physically or sexually, - creating unwanted sexual attention, - making threatening gestures or remarks.

4. At Owens Group we believe that people have the right not to suffer any discrimination. Discrimination is any practice of behaviour, whether intentional or not, which has a negative effect on an individual or group based on prohibited grounds (for example, disability, gender, race, receipt of public assistance, sexual orientation) unrelated to the person's abilities or objective considerations relating to the decision that is to be made. Discrimination may arise because of direct or differential treatment, or it may arise from the unequal treatment

effect of treating individuals or groups in the same way. Employees must respect the dignity and rights of all staff. Hold staff meetings in locations that are accessible to staff with disabilities and where facilities permit, accommodating interpreters and staff who rely on them with appropriate seating arrangements and pacing of communication.

Treatment of Workers

Physical abuse, the threat of physical abuse, verbal abuse, violence, sexual or other harassment, bullying or other forms of intimidation are prohibited.

Wages, Benefits and Working Hours

At Owens Group we compensate employees competitively, relative to the industry we operate in. We ensure full compliance with application wages, work hours, overtime, and benefits law (including but not limited to the laws applicable to the national minimum and living wage).

All employees will be provided with written and understandable information about their employment conditions in respect of wages before they enter employment and about the particulars of their wages for the period concerned each time they are paid.

Deductions from basic wages as a disciplinary measure is not permitted, nor are any deductions from wages not provided for by national law without the express permission of the employee concerned.

Working hours will be defined by the contract of employment. Employees may be offered overtime hours but there is no obligation to work overtime. Employees are given the option to opting out of the Working Time 48-hour regulations, but this is a voluntary decision. Overtime is not used to replace regular employment and is compensated for appropriately.

Health, Safety and Hygiene in the Workplace

We are committed to ensuring the highest standards of health and safety of employees and anyone affected by our business activities and to provide a safe and suitable environment for employees and all those attending our premises.

All employees share the responsibility of achieving safe working conditions and we are committed to engaging with employees to continually review and improve health and safety in our workplace. Employees are required to report any health and safety concerns immediately and to co-operate on health and safety matters, including the investigation of any incident.

Further details relating to our Health & safety Policy can be found in more detail in our Health & Safety Policy.

Our Supply Chain

We expect our third-party suppliers and partners to adhere to the highest standards of quality and integrity in all aspects of their business.

Communication and Review

The Owens Group undertake to ensure its Human Rights Policy and those policies which derive from it are communicated effectively.

VIOLATION OF THE HUMAN RIGHTS POLICY

Owens Group strives to create an open and honest working environment in which everyone's views are valued and respected. All employees can raise any concerns they have regarding any human rights violations with complete anonymity and without fear of reprisal.

To report any violations of the Human Rights Policy please contact the Group Human Resources Manager.

This Human Rights Policy will be reviewed on a regular basis.

SIGNED



HUW OWEN MBE
MANAGING DIRECTOR
FOR AND ON BEHALF OF THE OWENS GROUP.