

Audere
GROUP

Policy | Human Rights



Knowledge
is Power

HUMAN RIGHTS POLICY

Introduction

Audere Group is committed to upholding and respecting human rights in all aspects of its operations. This policy aligns with internationally recognised human rights principles, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organisation's (ILO) core conventions.

Scope

This policy applies to all employees, contractors, business partners, suppliers, and stakeholders associated with Audere Group. We expect our business partners to adhere to the same high standards of human rights as outlined in this policy.

Our Commitment to Human Rights

Audere Group is dedicated to the following principles:

Non-Discrimination and Equal Opportunity

We ensure that all individuals are treated with dignity and respect, regardless of race, gender, age, disability, religion, nationality, sexual orientation, or any other protected status.

Fair Labour Practices

We prohibit forced labour, child labour, and any form of modern slavery. We uphold fair wages, working hours, and conditions in compliance with applicable laws and international standards.

Health, Safety, and Wellbeing

We maintain a safe and healthy working environment for all employees and contractors, taking proactive measures to mitigate workplace risks.

Freedom of Association and Collective Bargaining

We respect employees' rights to freedom of association and collective bargaining, allowing them to join trade unions and engage in meaningful dialogue.

Privacy and Data Protection

We protect the personal data and privacy rights of our employees, clients, and partners, ensuring compliance with data protection laws and ethical business practices.

Environmental Responsibility

We recognise the link between human rights and environmental sustainability, striving to minimise our environmental impact and promote sustainable practices.

Community Engagement

We engage with communities affected by our business activities, fostering dialogue, mutual respect, and support for human rights initiatives.

Implementation and Due Diligence

Audere Group will

- Conduct human rights risk assessments to identify and mitigate potential violations.
- Implement training programmes to ensure employees and stakeholders understand human rights obligations.
- Establish grievance mechanisms to allow employees, suppliers, and affected parties to report human rights concerns confidentially and without retaliation.
- Work with suppliers and partners to ensure compliance with human rights standards through audits, assessments, and corrective action plans where necessary.

Reporting and Compliance

Any individual who becomes aware of a potential human rights violation related to Audere Group's operations is encouraged to report it through our confidential reporting channels. Reports will be investigated promptly, and appropriate actions will be taken to address violations.

Failure to comply with this policy may result in disciplinary action, termination of contracts, or legal consequences.

Review and Continuous Improvement

This policy will be reviewed annually to ensure its effectiveness and alignment with evolving human rights standards. Audere Group remains committed to continuous improvement and transparency in our human rights practices.

For further information or to report concerns, please contact the Audere Group Human Rights Compliance Officer.

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