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## **POLICY ON HUMAN RIGHTS AND LABOUR CONDITIONS**

### **Introduction**

Peakdale Quarry Products (PQP) is committed to protecting the human rights of everyone who works for the company and all those who have dealings with it. As a responsible company, we support the United Nations Universal Declaration of Human Rights that sets “common standards of achievement for all people and all nations” We recognise that our responsibility for human rights and labour conditions encompasses:

- Operating sites - In developed countries, performance on most of the issues covered in this policy will be required by law. Therefore, this policy is primarily provided to guide operations in those emerging markets where concerns are regularly expressed about human rights.
- Supply chain - It is our aspiration that the working conditions throughout our supply chain meet internationally-accepted standards of human rights and working conditions

### **Principles underlying this policy**

This policy on human rights and labour conditions has been developed with reference to the following documents:

- The United Nations Universal Declaration of Human Rights.
- The 8 so-called ‘fundamental’ labour standards of the International Labour Organisation. These cover freedom of association; the right to organise and bargain collectively; use of forced labour and equality.
- The UN Convention on the Rights of the Child

### **Responsibility**

We believe that everyone in our organisation is responsible for having due regard for human rights. In particular:

- The management has overall responsibility for ensuring that human rights considerations are integral in the way in which existing operations and new opportunities are developed and managed.
- Managers and supervisors provide visible leadership that promote human rights as an equal priority to other business issues. They also have a responsibility for identifying abuses that occur.
- All employees are responsible for ensuring that their own actions do not impair the human rights of others. They are also encouraged to bring forward, in confidence, any concerns that they may have about human rights abuses.

### **Effecting action**

We recognise that from time to time we will encounter challenges on human rights that are bigger than PQP is able to tackle alone. Many human rights abuses are systemic in their host communities. We are therefore committed to working with other organisations that can help us implement this policy effectively over time.



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## **Policy principles**

PQP requires that all its operating units seek to abide by the following:

### *Child labour*

We will not employ workers under the legal minimum age for admission to work stipulated by the laws of the countries where we work and will operate in accordance with ILO conventions No 138 on the minimum age for admission to employment and No182 on the banning of the worst forms of exploitation of child labour.

### *Forced labour*

In accordance with ILO Conventions 29 on Forced Labour and 105 on the Abolition of Forced Labour, we will not make any use of forced labour, including prison or debt-bondage labour. We will not require the lodging of deposits or identity papers, either by our operating companies or agencies providing employees.

### *Health and safety*

We will provide a safe and healthy work environment and take all reasonable steps to prevent death or injury to anyone on our sites. Regular training to all our workers on health and safety issues will be provided. All workers will have access to bathroom facilities and drinking water. Most aspects of health and safety are covered by existing PQP policies.

### *Discrimination*

In accordance with ILO Convention 111 on Discrimination, we will not discriminate against any person based on race, caste, origin, religion, disability, gender, sexual orientation, union or political affiliation or age. We will not tolerate sexual or racial harassment or bullying.

### *Discipline*

We will not employ, or allow to be employed, any form of corporal punishment, physical coercion or verbal abuse. Any disciplinary matter will be dealt with through proper procedures.

### *Working hours*

Working hours in our businesses are in line with European law with all employees operating under contracts of employment that lists their working hours.

### *Compensation*

Wages paid for standard working hours must meet national legally-mandated minimum wage levels.

## **Implementation**

### *Responsibility*

Responsibility for the compliance of PQP with this policy lies ultimately with the proprietor. They will work with the management team who are responsible for the day-to-day implementation of the policy.

### *Monitoring and compliance*

Each manager will be responsible for ensuring that it has in place the necessary arrangements to monitor and report compliance against this policy on an annual basis.