

Policy Statement on Human Rights

Willmott Dixon seeks to align strategies and operational activities with the following United Nations Global Compact principles in the areas of human rights, labour, environment and anti-corruption.

Willmott Dixon believes in equality and human rights and have implemented a set of employment policies which support and develop the ten principles. Within its sphere of influence, the Company also seeks to influence those we work with.

The United Nations Compact Principles:

Human rights

- Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights;
Principle 2 And make sure that they are not complicit in human rights abuses

Labour

- Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4 the elimination of all forms of forced and compulsory labour
Principle 5 the effective abolition of child labour; and
Principle 6 the elimination of discrimination in respect of employment and occupation

Environment

- Principle 7 Businesses should support a precautionary approach to environmental challenges;
Principle 8 undertake initiatives to promote greater environmental responsibility; and
Principle 9 encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

- Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.

Document Name	Reference	Document owner	Issue Number	Effective Date
Human Rights	HR – PO – 034	Group People Team	2022 - 01	September 2022