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## HUMAN RIGHTS & LABOUR STANDARDS

Based on the European Convention on Human Rights, The Human Rights Act was introduced in October 2000.

Roscan Electronics Ltd. recognises that principles of the Human Rights Act are designed to protect employees/workers and that human rights law has been incorporated into general employment law.

Roscan Electronics Ltd. recognises that it is unlawful to violate the human rights of any employee or worker under the Convention unless an Act of Parliament requires it to do so.

Roscan Electronics Ltd. complies with all statutory requirements and employment law, applicable to its country of operation.

Roscan Electronics Ltd. values the importance of Equal Opportunities in the workplace. Roscan Electronics Ltd. recognises that everyone has the right to be treated fairly at work and to be free from direct or indirect discrimination on the grounds of age, race, gender, disability, sexual orientation, religion or belief. These needs and rights apply to all those employed by Roscan Electronics Ltd. and also extend to each of our Customers and Suppliers; please see the Equal Opportunities Policy for full details.

Roscan Electronics Ltd. has the right to monitor the communications of its employees/workers. However, employees will be informed in writing of any monitoring before it takes place. This includes the monitoring of emails, internet access, telephone calls, data and images.

Roscan Electronics Ltd. will provide employees/workers access to view any information held about them upon request. This includes but is not limited to: written or electronic records, CCTV footage.

Any collection by Roscan Electronics Ltd. of personal information about individual staff members or temporary workers complies with EU GDPR 2016/679 (Regulation (EU) 2016/679).

Roscan Electronics Ltd. provides a safe and healthy working environment for all employees/workers. This includes but is not limited to:

- Preventing risks to health
- Ensuring that machinery and tools are safe to use and properly maintained.
- Ensuring that safe working practices are set up and followed.
- Ensuring that all materials are handled, stored and used safely.
- The provision of adequate first aid facilities.

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- Informing employees/workers of any potential hazards from work undertaken, chemicals and other substances used, and giving information, instructions, training and supervision as required.
- Suitable emergency plans.
- Ensuring that ventilation, temperature, lighting, toilet and washing facilities meet health, safety and welfare requirements.
- Ensuring that all necessary precautions are taken against the risks caused by flammable hazards, electrical equipment and noise.
- Ensuring that potentially dangerous work involving manual handling is avoided and the provision of training in correct manual handling.
- The provision of appropriate protective clothing and equipment.
- Ensuring that the correct and necessary warning signs are provided and maintained.
- The reporting of all appropriate accidents, injuries, diseases and dangerous occurrences to the HSE.

Full details can be found in the Health and Safety Policy



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