

ROSCAN

ELECTRONICS

HUMAN RIGHTS & LABOUR STANDARDS

Introduction Roscan Electronics Ltd. is committed to upholding the highest standards of human rights and labour practices. This policy is based on the European Convention on Human Rights and the Human Rights Act 1998.

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

Statutory Compliance Roscan Electronics Ltd. complies with all statutory requirements and employment laws applicable to its country of operation, including the Modern Slavery Act 2015. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Equal Opportunities Roscan Electronics Ltd. values the importance of Equal Opportunities in the workplace. We recognise 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 rights apply to all those employed by Roscan Electronics Ltd. and extend to each of our customers and suppliers. Please see the Equal Opportunities Policy for full details.

Monitoring Communications Roscan Electronics Ltd. has the right to monitor the communications of its employees and 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.

Access to Information Roscan Electronics Ltd. will provide employees and workers access to view any information held about them upon request. This includes but is not limited to written or electronic records and CCTV footage. Any collection of personal information about individual staff members or temporary workers complies with the EU GDPR 2016/679 (Regulation (EU) 2016/679).

Health and Safety Roscan Electronics Ltd. provides a safe and healthy working environment for all employees and 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.



ROSCAN

ELECTRONICS

- The provision of adequate first aid facilities.
- Informing employees and 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 providing 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.

Modern Slavery Roscan Electronics Ltd. is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships. We will implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

