

Human Rights Statement

Kendal Nutricare Ltd believes in the dignity of every human being and respects individual rights.

While governments have the primary responsibility for respecting, protecting, promoting and fulfilling the human rights of their citizens, Kendal Nutricare Ltd recognises that companies play a supporting role in promoting human rights.

1. Policy Statement

Kendal Nutricare Ltd are committed to performing our business to the highest standard of ethics and in accordance with our values.

We respect all fundamental human rights and will be guided in the conduct of our business by the provisions of The Humans Rights Act 1998.

2. Labour and Workplace Rights

All our employees shall conduct themselves in accordance with the highest ethical standards.

We aim to ensure that no form of discrimination is practiced in any area of our business including, recruitment, compensation, promotion, training, termination or retirement based on race, colour, ethnic origin, gender, age, religious beliefs, disability, marital status, social class, nationality, sexual orientation, gender reassignment or employment status.

We confirm pay will not be lower than that required by the minimum wage.

We ensure hours of work will be in line with the legal guidelines and shall not be excessive. Employees shall not be contractually required to work more than 48 hours per week and overtime will only be worked on an optional basis.

We are committed to ensuring that our employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment and, accordingly such actions are forbidden.

In accordance with legislation, best practice and a prevailing knowledge of our industry we shall take all reasonable steps to prevent accidents and injury to health arising out of, associated with or in the course of work, by minimizing so far as is reasonably practicable the causes of hazards inherent in the working environment.

All employees shall receive an appropriate level of training to enable them to perform their duties.

Freedom of Association

We respect the right of our employees' to join or not to join a trade union and as such they are free to join an organisation of their choice to represent them in line with local legislation.

Monitoring and Review

Our Humans Rights Statement will continue to be monitored and reviewed in respect of its suitability and effectiveness.

This Human Rights policy should be read and operates in conjunction with our Ethical Trade Policy Statement.

Signed

Ross Mc Mahon.

Dated 24th May 2018