

RESPECTING HUMAN RIGHTS POLICY

Arcol UK Ltd respects fundamental human rights as they relate to its business endeavours. This Policy sets forth the Company's standards and policies concerning the fundamental human rights of its employees, customers and business partners in any domestic or foreign jurisdiction in which the Company may operate.

STATEMENT OF POLICY

The Company, its affiliates and their respective directors, officers and employees, and all others who do business on their behalf, will respect international standards of conduct regarding human rights, including the principles contained in the Universal Declaration of Human Rights, and will strive to protect fundamental human rights within the scope of the Company's business. These same parties will comply with applicable domestic and foreign laws concerning human rights and the values set forth in this Policy and in the Company's Code of Conduct. The Company seeks business partners that observe and respect substantially similar standards. The Company will not knowingly do business with business partners who have practices contrary to the principles set forth in this Policy.

RESPECT FOR HUMAN RIGHTS

The Company will use an individual's qualifications, skills and achievements as the basis for employment related decisions, including hiring, promotions, training, transfers, compensation, benefits and conditions and privileges of employment. The Company requires a work environment free from discrimination, with equal opportunities regardless of sex, race, age, colour, religious beliefs, marital status, citizenship status, national origin, ethnicity, physical/mental disabilities, veteran status, pregnancy, sexual orientation or any other classifications protected by applicable law.

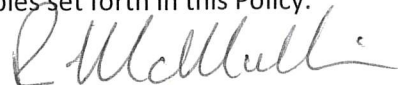
The health and safety of employees is the Company's first concern and the Company is committed to providing safe and healthy working conditions for all employees.

The Company will not use child labour and will employ only individuals who have attained an age no less than the legal minimum working age, 18 years of age or the age designated by applicable law for completion of compulsory education, whichever is greater. The Company will not use any form of forced, bonded or compulsory labour, including prison, indentured or slave labour.

The Company will not require workers to work more than allowed by applicable law and will provide fair compensation that is compliant with minimum wage, overtime wage, legally mandated benefits and other legal requirements governing compensation for work performed. any other classifications protected by applicable law.

The Company will respect employees' right of freedom of association and right to choose a collective bargaining representative, if desired.

The Company will not knowingly do business with business partners who have practices contrary to the principles set forth in this Policy.



Richard McMullin – General Manager

Date:

30th Nov. 18