

Human Rights Policy

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Focusing our human rights work

Trederwen Springs 2008 Ltd respects human rights. We are committed to identifying, preventing and mitigating any adverse human rights impacts in relation to our business activities through human rights due diligence and preventive compliance processes.

Valuing Diversity and Equal opportunities

Trederwen Springs 2008 Ltd is an equal opportunities employer. We are dedicated to maintaining inclusive workplaces that are free from discrimination or harassment based on race, sex, gender identity, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law.

Safe and healthy working environment

We at Trederwen Springs 2008 Ltd are committed to the safety of all our employees, visitors, contractors and anyone affected by our operations. We also encourage that our suppliers' working conditions are safe.

Community engagement

We aim to maintain respectful and mutually beneficial relationships with local communities within our sphere of influence. We recognize the importance of dialogue and a consistent approach to community consultation and social monitoring. We provide and promote access to grievance channels.

Slavery, Forced Labor and Human Trafficking

We prohibit the holding of any person in slavery or servitude, the use of all forms of forced, bonded or compulsory labour and the engagement in any form of human trafficking. We do not use or tolerate forced labour in any form in our operations or supply chains.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Decent work

We are committed to promoting decent work including equal opportunities, fair treatment, freedom of association, the right to collective bargaining and freedom of association across our value chain. We are committed to paying living wages to all our employees. We operate in full compliance with applicable wage, work hours, overtime, and benefits laws

We respect and support children's rights in our global supply chains

We respect children's rights and have zero tolerance for child labour. We continuously engage with our suppliers to identify and mitigate risks related to child labour in our supply chain.

Sustainable supply chain

We are committed to ensuring that all our suppliers operate responsibly and fully comply with national ethical, social and environmental standards.

Guidance and Reporting for Employees

We are committed to creating workplaces in which open and honest communications among all employees are valued and respected. Our policy is to follow all applicable labour and employment laws wherever we operate.

Approved by Dave Rippon

Date 9 February 2026

Operations Director.


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