



SECURITY

CLEANING

RECRUITMENT

TRAINING

KINGDOM

Service with **Care**

**GROUP HUMAN RIGHTS
RECOGNITION POLICY**



Version: 22/08/2025

Policy Owner: Colleague Centre

Introduction

At Kingdom, we put people at the heart of everything we do. Our colleagues are our greatest asset, and we are committed to treating everyone with dignity and respect.

Human rights are fundamental to all of us, and we are dedicated to ensuring these rights are upheld across our business, within our supply chains, and in the wider communities we touch through our work.

This policy is guided by internationally recognized human rights principles, including the **Universal Declaration of Human Rights**, the **International Labour Organisation's Declaration on Fundamental Principles and Rights at Work**, the **United Nations Global Compact**, and the **United Nations Guiding Principles on Business and Human Rights**.

It applies to all areas of our business, and we expect our suppliers and partners to align with these principles and adopt similar policies within their operations.

Respecting Human Rights

We are committed to identifying, preventing, and addressing potential or actual adverse human rights impacts linked to our business. Through due diligence and proactive measures, we strive to ensure these risks are mitigated.

Valuing Diversity, Equity, and Inclusion

We embrace the diversity of our colleagues and the value they bring to our business. Kingdom upholds a steadfast commitment to equal opportunities and zero tolerance for discrimination or harassment of any kind.

Our workplaces are free from bias based on race, gender, religion, disability, age, sexual orientation, political opinion, or any other legally protected status. Recruitment, training, and career progression decisions are based solely on qualifications, performance, and experience.



Disrespectful or inappropriate behavior, unfair treatment, or retaliation are never acceptable—whether in the workplace or in work-related situations outside of it. These principles extend to all our business partners.

Workplace Security

We are dedicated to providing a workplace free from violence, harassment, or intimidation. Any necessary security measures will respect the privacy and dignity of our colleagues.

Forced Labour, Human Trafficking, and Child Labour

Kingdom has a zero-tolerance policy for forced labour, human trafficking, and child exploitation.

- We prohibit all forms of forced, bonded, or indentured labour and military or prison labour.
 - No one under the age of 15 will be employed under any circumstances, and strict age verification procedures are enforced.
 - Workers under 18 must not be exposed to hazardous work or night shifts. If child labour is identified, we will prioritize the child's welfare and support their access to education.
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Community and Stakeholder Engagement

We understand the importance of the communities we serve and actively engage with stakeholders to listen, learn, and align our business practices with their needs.

Where local human rights concerns arise, we believe in addressing them through open dialogue and localized initiatives that create economic opportunities and foster goodwill.

Freedom of Association and Collective Bargaining

We respect our colleagues' right to join, form, or choose not to join a union without fear of retaliation. Where unions are recognized, we are committed to constructive dialogue with their chosen representatives.

Health, Safety, and Working Conditions

Creating a safe and healthy workplace is central to our ethos. We comply with all health and safety laws and strive to minimize risks through continuous engagement with colleagues, clients, and partners.

We proactively address hazards and ensure our workplaces are spaces where everyone can thrive safely.

Work Hours, Wages, and Benefits

Kingdom ensures competitive compensation aligned with industry and local standards. We comply with all laws regarding wages, working hours, overtime, and benefits, providing fair and equitable treatment to all colleagues.

Employer Pays Principle

At Kingdom we recognise that recruitment is a cost to be borne by businesses and not by the worker. In line with UK legislation and international labour best practice standards, we do not require any worker to pay any form of recruitment fee to obtain work or hours with Kingdom.

Related Policies and Documentation For further details, refer to:

- Colleague Handbook
- Diversity, Equity, and Inclusion Policy
- Modern Slavery Policy
- Health, Safety, and Wellbeing Policy
- Kingdom Community Days Policy
- Union Membership Statement
- Sexual Harassment Prevention Policy
- ESG Policy