



Karlson Utilities Policy for:

Human Rights

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Karlson Utilities is a British company located within the West Midlands. We actively seek to provide safe, and environmental-friendly solutions to corrosion control within the petrochemical, gas and civil construction industries.

Our commitment to human rights

Respect for human rights is an integral part of our company's culture. We respect and support the protection of human rights within our sphere of influence. Our commitment to human rights includes the acknowledgment of the following international documents:

1. The Universal Declaration of Human Rights of the United Nations
2. Fundamental Conventions of the International Labour Organization (ILO)
3. Principles of the United Nations Global Compact

In our view, the protection of human rights is only possible when we understand human rights, are aware of abuse and know how to manage risks and opportunities to improve the conditions of the people we impact with our operations, management, and supply chain. We have a responsibility to raise our employees' awareness about human rights related issues and encourage them to safeguard their protection. We know that our business operations have an impact on the people around us. This means we must minimize negative effects on our business and to increase the positive influence we can have. This refers to our staff as well as job applicants, but also to our sub-contractors and suppliers. Furthermore, our commitment to human rights shows respect for the customers we supply with our products and services and for the communities in which we live.

Our commitment comprises especially the following areas:

1. Diversity and equality

Integrity, openness and mutual respect are important values for us. We are convinced that a work environment that is characterized by equal opportunities and inclusion is vital for sustaining the satisfaction of our employees as well as our acceptance as a responsible product and service provider. We do not tolerate discrimination or harassment of any person.

2. Provision of a good and safe working place

Karlson Utilities as an employer cares for the health and well-being of its employees. Operational safety and health protection are significant in our business. It is our goal to achieve a positive safety culture for our employees, suppliers, and contractors. Every manager and employee have the duty to help in identifying, evaluating and eliminating any kind of risk to a safe working place. We have a responsibility towards our employees to have appropriate access to needed resources, fair remuneration, training, and education. We enable our employees to maintain a good work-life-balance. We see this as a prerequisite for employees to engage themselves with their families and in the communities in which we live and work.

3. Freedom of association and collective bargaining

We support the ILO core conventions C87 and C98. Karlson Utilities respect the rights of our workers and employees to join or set up trade unions and workers' councils of their choice to facilitate close co-operation between employee representatives and management. We respect the principles of collective bargaining and ensure that workers and employees active in trade unions or workers' organizations are not discriminated against.

4. No acceptance of child and forced labour

We do not accept any form of child labour according to the ILO conventions C 138 and C 182. Also, we do not tolerate forced or involuntary labour of any kind corresponding to the ILO principles C 29 and C 105. No employee is required to lodge deposits or will be deprived of identity papers when starting to work.

5. Protection of local communities and indigenous people

As an international trading company, Karlson Utilities can on occasions work in many places world-wide. Thus we do have the duty to minimize any negative physical, social and environmental impacts and risks on local communities and indigenous people. We recognize the special circumstances of indigenous peoples, and we must understand the concerns and expectations of the communities in which we live and work to safeguard the long-term prosperity of our business. We work continuously with our staff and managers to ensure that they are well informed and trained with regard to the impacts our business can have in order to increase their ability to protect human rights and related issues.

6. Slavery and Human Trafficking.

Karlson Utilities is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners.

The Company acknowledges the responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within Karlson Utilities. As part of the company's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored. The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The company Directors and senior management shall take responsibility for implementing this policy statement

Karl Anthony Evans

Director of Karlson Utilities

Reviewed 20/09/2024