

Human Rights Policy & Statement

Preamble Statement

Surecall Recruitment Services Ltd is committed to developing an organizational culture which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights. Surecall Recruitment Services Ltd seeks to identify, assess and manage human rights impacts within our business process in line with the following policy aims:

1. Employees

To respect the human rights of our employees and agency workers including non-discrimination, prohibition of child and forced labour, and freedom of association and the right to engage in collective bargaining.

2. Suppliers and Contractors

To evaluate and select suppliers and contractors, taking into consideration SURECALL's Human Rights and Social Policies, and to monitor their performance where appropriate. To ensure as far as feasible there is no child, forced, trafficked or slave labour in the SURECALL value chain.

3. Local Communities

To respect the cultures, customs, and values of the people in communities in which we operate. To contribute, within the scope of our capabilities, to promote the fulfilment of human rights through improving economic, environmental, and social conditions and serve as a positive influence in communities in which we operate. To have open dialogue with stakeholders and participate in community engagement activities.

4. Society

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognized human rights. To play a positive role, within our spheres of influence, in capacity-building for the realization of human rights. To uphold the highest standards in business ethics and integrity and where appropriate to support efforts of local government and local communities to establish and enforce such standards.

SURECALL Human Rights Statement

SURECALL is committed to developing an organizational culture which implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights, and seeks to avoid complicity in human rights abuses

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Surecall Recruitment Services Ltd is registered in England and Wales Co Reg No 05261253 VAT no 858 9587 41 Registered Office 2nd Floor Deneway House, 88-94 Darkes Lane, Potters Bar.

Dealing with human rights breaches

We will engage with the worker to seek to agree on a way to resolve the problem. If so, we will record in writing what each agreed to do and when we will do it. However, if either party want the outcome to include a legally binding agreement. We will do this through one of the following agreements:

- a conciliated settlement, entered after a Labour Relations Agency conciliator has been involved in helping us to reach the settlement
- a compromise agreement, receiving independent advice from an appropriately qualified person, trade union officer or voluntary advice service worker

We accept that resolving the problem in the workplace will save significant time and stress and help to maintain good working relations.

If we cannot resolve the problem in the workplace, we would contact ACAS and always accept that the worker may have the right to make a claim to an Industrial Tribunal or Fair Employment Tribunal.

Tony Elia

Company Director

Surecall Recruitment Ltd

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