

Sancroft

Labour Standards Policy

August 2023

As a sustainability consultancy, Sancroft helps some of the world's leading companies improve their environmental, ethical, and social impact. In our operations, we acknowledge our obligations towards employees, stakeholders, and the communities in which we work. As such, we have outlined below our policy in relation to labour standards.

Minimum Labour Standards

We strive to ensure that we maintain labour standards in accordance with internationally recognised human rights and standards, including the International Bill of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights.

- a. **Child Labour:** Sancroft does not support the use of child labour. Where we engage young people between the ages of 15 – 18 on purely educational experience programs, working hours shall not exceed 9:00 – 17:00pm.
- b. **Modern Slavery:** Sancroft will not use or support the use of forced, bonded or involuntary labour. Employees are free to leave after giving reasonable notice in line with their contracts. If employees suspect modern slavery committed by external parties such as vendors, contractors or clients, employees are encouraged to raise their concerns with line managers or ExComm for advice. The charity Unseen operates a [Modern Slavery Helpline](#) to assist in identifying possible instances of modern slavery and taking appropriate action.
- c. **Health and Safety:** Sancroft will ensure all employees work in a safe and healthy environment, taking effective steps to prevent potential accidents and injuries.
- d. **Freedom of Association:** Sancroft actively seeks employees' views, and respects rights to trade unions complying with relevant legislation in this regard.
- e. **Equality:** Sancroft strives to create a workplace in which all colleagues can be their full and authentic selves and be treated fairly, equally and respectfully, free from discrimination in recruitment, promotion, or access to training, regardless of their individual characteristics, identity, background, beliefs or opinions.
- f. **Working Hours:** Sancroft will ensure that working hours are reasonable, in line with the law and industry standards.
- g. **Remuneration:** Sancroft ensures employees, including interns, are paid at least the London living wage, committing to equal pay for men and women for equal work. Deduction to wages shall not be made for disciplinary purposes.

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Review

Sancroft commits to reviewing this policy regularly considering legislative changes and business norms to ensure our labour standards are in line with best practice.