



Equiniti Group Global Human Rights Statement

April 2021

This Statement outlines the approach to human rights across the whole of the Equiniti Group (“EQ”) worldwide. It explains our key principles in relation to human rights, and gives information on how we abide by those principles in practice. Readers should also refer to Equiniti Group plc’s Modern Slavery Statement.



1. Key principles

EQ fully supports and respects the protection of internationally proclaimed human rights, in line with the UN Global Compact.

We adhere to the rules and regulations of every country in which we operate and are guided by the International Bill of Human Rights as well as the International Labour Organisation's Core Labour Standards and its Tripartite Declaration of Principles.

Here at EQ we strive to promote and respect Human Rights in accordance with the UN Guiding Principles, and through proactive due diligence are committed to continue to embed Human Rights considerations in all relevant business decisions. This commitment applies globally to our own operations, our products and services, and our business relationships.

a) Working Hours, Wages and Benefits

We have a commitment to responsible levels of pay in all of our geographies, including a long-term commitment to paying the Real Living Wage in the UK.

We comply with the EU Working Time Directive and do not operate zero hour's contracts. Where we utilise temporary employees in the UK, we pay above the minimum wage and are compliant with Agency Worker Regulations.

EQ is compliant with all employment related legal requirements in the international jurisdictions it operates from and utilises similar or identical people policies to those applying to colleagues in the UK.

b) Diversity and Inclusion

EQ is strongly committed to diversity and inclusion, supported by our Global and Regional D&I Council, four employee-led Networks, and our Equality, Diversity & Inclusion Policy and Handbook.

We want to create a culture at EQ that is open, inclusive and representative of the society in which we all live and work. Every person, regardless of their ethnicity, race, age, sex, gender reassignment, pregnancy and maternity, sexual orientation, race, religion or belief, disability or mental health background, should be able to fulfil their potential at work. Diversity boosts creativity, morale and productivity, and creating an equitable workplace is a business priority.

c) Workplace health, safety and security

EQ is committed to ensuring the health, safety and welfare at work of our people and the safety of our clients, visitors, contractors and others affected by our work activity. Equiniti provides a safe, supportive and productive workplace for all colleagues, and complies with all applicable health and safety laws and regulations.

Our Health & Safety Committee, in consultation with our employees, is responsible for addressing and remediating identified risks of accidents, injury and health impacts.

We work to maintain a workplace that is free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We do not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind.

In line with the UN Global Compact, EQ protects all employee's rights to freedom of association, including the right to collective bargaining where appropriate.

d) Human rights and modern slavery in the value chain

EQ take a zero-tolerance approach to modern slavery, and strictly prohibit the use of forced labour and human trafficking in all of its direct operations and in the indirect operations of its supply chain.

We will continue to improve systems and controls aimed at ensuring modern slavery is not taking place anywhere within our operations and supply chain. EQ seeks at all times to contract with like-minded suppliers who comply with employment legislation.

More information on EQ's approach to modern slavery can be found in our annual Modern Slavery Statement.

2. Delivery

EQ employs a range of measures to ensure we conduct our business ethically, responsibly and in line with regulatory requirements, in relation to human rights.

These measures include:

a) Policies and risk management

A wide range of people policies, covering every aspect of the employee lifecycle at EQ. This includes resourcing and recruiting, from how candidates are vetted, through to on-boarding and induction. A number of policies cover issues such as holiday entitlement, sickness, maternity and paternity arrangements, while a series of other policies relate to the facilities our colleagues make use of at work, such as data, equipment and systems. Finally, we have policies outlining our approach to informal complaints, grievances, and disciplinary matters, as well as redundancy and termination.

A range of responsible business policies covering key legal and ethical issues in relation to human rights, modern slavery, and diversity & inclusion.

An enterprise-wide risk management framework ensures a consistent approach the business, enabling all business areas to measure and report on any risk in this area.

Equiniti's Supplier Code of Conduct outlines our standards on key social, ethical and environmental issues, including human rights and modern slavery. All suppliers should be able to evidence how they maintain the standards outlined, and Group Procurement will work with any suppliers who are found not to comply.

All EQ colleagues, regardless of employee status, and suppliers, have access to an independent confidential reporting service, as well as our internal whistleblowing process.

b) Employee voice

At EQ, we encourage strong colleague engagement via our Global Colleague Forum, which includes representatives from different locations and functions and is chaired by a Board-appointed non-executive Director for Employee Voice, enabling genuine two-way communication between EQ colleagues and the Board.

There are several additional communications channels in place across EQ, keeping colleagues informed, and which allow all EQ colleagues to raise questions directly with the Chief Executive.

EQ also has numerous employee-led internal networks who meet to discuss a range of issues, fostering an inclusive culture.

c) Training

All EQ colleagues undertake annual mandatory online core compliance training modules, including diversity & inclusion training. In addition, this is a six-monthly review of core responsibilities for all colleagues, including human rights and modern slavery.

Colleagues with procurement or purchasing responsibilities complete additional modern slavery awareness training to enhance awareness of risks and good practice when working with suppliers.

This policy and the commitment to protecting human rights is fully supported and endorsed by the Equiniti Group Board of Directors.

