

HUMAN RIGHTS & ANTI SLAVERY POLICY

REACT Northern Ltd t/a Ruck Engineering & Gecomac Ltd MAC International (The Companies) believe that respect for human rights is fundamental to our business and that of our customers. We are committed to ensuring everyone is treated with dignity and respect.

This policy applies to all The Companies' operations and our use of sub-contractors and contractors. It is guided by international human rights principles covered in the Human Rights Act & International Bill of Human Rights

This statement details our position on human rights and modern slavery, it sits alongside our employment handbook & health and safety policy.

- **Child Labour:** The Companies will not use child labour in any form and fully complies with UK employment law in this regard.
- **Modern Slavery:** The Companies will never use forced or slave labour, all workers are able to leave employment after providing notice detailed in the staff handbook. All outstanding wages and unused holidays will be paid in full. We have a zero-tolerance approach towards human trafficking in any form.
- **Health & Safety:** In line with The Companies Health & safety policy we will provide a safe and healthy working environment with adequate consideration taken for all employees.
- **Discipline:** We will not tolerate any physical abuse threats, sexual or other forms of harassment, verbal abuse, or any other form of intimidation. The staff handbook issued to everyone clearly details how we deal with disciplinary and grievances.
- **Working Hours:** The Companies ensure that all working hours are reasonable and comply with employment Law.
- **Equality and Diversity:** The Companies are committed to eliminating discrimination on the grounds of race, colour, gender, age, religion, political opinion, nationality, sexual orientation, disability, or social origin. Recruitment and promotion policy is based upon ability to do the task by demonstrating, educational and vocational achievement skills and experience.
- **Freedom:** The Companies allow employees to be a union employee without fear or reprisal, intimidation, harassment, or blacklisting. We encourage open and honest discussion to develop trust & goodwill.
- **Terms of Employment:** The Companies will provide contracts of employment and a copy of the staff handbook to all employees. This will detail terms and conditions of employment based upon employment law and best practices.
- **Remuneration:** The Companies will pay wages and benefits that at least meet the national minimum wage for hours worked and overtime.
- **Reviewing:** During the Management Reviews this policy along with all others are considered to ensure they remain relevant, appropriate and effective for operational needs.

SIGNED



Managing Director

1st October 2025