



# Human Rights Policy



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## Introduction and Objectives

Arnold Jones Associates Design Limited assists in the delivery of human rights through our fair employment practices and our consideration for our neighbours. This Human Rights Policy forms part of our overall policy on Corporate Responsibility.

### Policy Statement

We are committed to:

- Employees' freedom of association as a right;
- employees being free from discrimination;
- ensuring safe and healthy working conditions for all employees;
- adhering to all local laws and customs;
- ensuring a right to peaceful co-existence by demonstrating consideration to our neighbours.

In support of this:

- We have policies setting out required practice, on Health and Safety and Diversity and a procedure for grievance & harassment;
- we consult with our employees via our employee consultation committees and forums to ensure that employees' views are represented;
- we are continually improving our training and development programmes to enable employees to improve their skills and qualifications.