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Human Rights Policy

Certified



This company meets high standards of social and environmental impact.

Corporation



Tyler
Grange

Human Rights Policy
2nd January 2024
TG_100_250a_KG

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Section 1: Introduction

- 1.1 At Tyler Grange, we are committed to upholding and promoting human rights in all aspects of our operations. We recognise the importance of respecting and supporting the fundamental rights and dignity of all individuals, including our employees, clients, suppliers and the communities in which we operate.
- 1.2 We recognise the inherent worth of every individual and strive to ensure that our activities respect and protect human rights in accordance with international standards.
- 1.3 As a requirement of B Corp¹, we actively aim to work with clients and suppliers who share our values and have a similar outlook with regard to the importance of human rights and the environment.
- 1.4 TG take the happiness and wellbeing of all its employees very seriously. As such, we employ our own full-time Health, Safety and Wellbeing Lead, in addition to part-time; clinical psychologists who offer monthly wellbeing sessions and 1:1 support, a resilience officer (British Pilot) to support with issues around fatigue and risk, and inputs from a professional mentorship coach to support with team morale and professional development. Due to the nature of our seasonal survey work, working late or early shifts, our R&D team designed our very own TG Alertness App to monitor employee fatigue and happiness, available publicly via the App stores. In addition, we have committed to permanently adopting the 4-day working week².
- 1.5 This Human Rights Policy outlines our commitment to respecting human rights and our approach to addressing potential human rights impacts throughout our business and is aligned with the UN Global Compact's 10 Principles³. In particular, the principles that directly relate to Human Rights:

Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights⁴; and

Principle 2. Make sure that they are not complicit in human rights abuses⁵.

¹ <https://www.bcorporation.net/en-us/>

² <https://www.4dayweek.co.uk/employers>

³ <https://unglobalcompact.org/what-is-gc/mission/principles>

⁴ <https://unglobalcompact.org/what-is-gc/mission/principles/principle-1>

⁵ <https://unglobalcompact.org/what-is-gc/mission/principles/principle-2>



Section 2: Policy Aims and Commitments

- 2.1. This policy applies to all employees, contractors, suppliers and stakeholders associated with Tyler Grange Group Limited. It covers our activities within our own operations as well as any activities over which we have influence or control.
- 2.2. This policy is to be read in conjunction with the following documents (located via the Controlled Document Register⁶):
- ([TG_100_001] Environmental Policy);
 - ([TG_100_26] Anti Bribery Policy);
 - ([TG_200_002] Health & Safety Policy);
 - ([TG_100_178] Labour Standards Policy);
 - ([TG_100_40] Modern Slavery and Trafficking Policy); and
 - ([TG_100_14] TG Code of Ethics).
- 2.3. This policy also aligns with B Lab's SDG Action Manager, part of the BIA, for the UN Global Network's 17 Sustainable Developmental Goals.

Labour and Employment Standards

- 2.4. We uphold the fundamental labour rights of our employees, including fair wages, reduced working hours, and safe and healthy working conditions. We comply with applicable Employment laws and promote fair employment practices.



Forced Labour

- 2.5. We prohibit all forms of forced or compulsory labour, including human trafficking. We ensure that our employees are engaged voluntarily and have the freedom to terminate their employment.



Supply Chain Responsibility

- 2.6. We work to identify and mitigate any potential adverse human rights impacts within our supply chains. We encourage our suppliers and business partners to adhere to human rights standards and hold them accountable for any violations.



⁶ https://tyler-grange.lightning.force.com/lightning/o/Document_Register_c/list?filterName=00B8d000006dxjsEAA



Indigenous Peoples' Rights

- 2.7. We respect and support the rights of indigenous peoples and recognise their unique cultural, social and environmental heritage. We will engage in meaningful consultation and collaboration with indigenous communities when our activities may affect their rights and interests.



Privacy and Data Protection

- 2.8. We handle personal information and data in accordance with applicable laws and regulations, ensuring the privacy and protection of individuals' rights.



Section 3: Human Rights Principles⁷

Principle 1: Support and respect human rights

- 3.1. We are committed to treating all individuals with fairness, equality, and dignity, irrespective of race, colour, national origin, religion, gender, sexual orientation, disability or any other protected characteristic (see all associated policies).
- 3.2. We will support and respect the protection of internationally proclaimed human rights and ensure that we are not complicit in any human rights abuses.
- 3.3. We will integrate respect for human rights into our core business practices and decision-making processes. We will achieve this by implementing and maintaining the following practices:

In the Workplace

- Providing safe and healthy working conditions;
- Guaranteeing freedom of association:
 - a) we respect the rights of our employees to freedom of association and collective bargaining as defined by national and international laws.
- Ensuring non-discrimination in personnel practices, see ([TG_100_178] Labour Standards Policy); and
- Ensuring that we do not use directly or indirectly forced labour or child labour, see ([TG_100_40] Modern Slavery and Trafficking Policy):
 - a) we strictly prohibit the use of child labour in any of our operations or supply chains. We adhere to national laws and international conventions on child labour.

In the community

- Preventing the forcible displacement of individuals, groups or communities;
- Working to protect the economic livelihood of local communities; and
- We will express our views, where relevant, on matters that affect our operations, employees, customers and the communities in which we are a part of; and

Principle 2: Not complicit in Human Rights abuse

- 3.4. We will not discriminate against any individual or group based on race, colour, gender, religion, national or social origin, disability, sexual orientation, or any other protected characteristic. We will promote equal opportunities and fair treatment for all (see all associated policies).

⁷ <https://unglobalcompact.org/what-is-gc/mission/principles>



3.5. We recognise that Complicity is made up of 2 elements, and can be direct, beneficial or silent:

- An act or omission (failure to act) by a company, or individual representing a company, that “helps” (facilitates, legitimizes, assists, encourages, etc.) another, in some way, to carry out a human rights abuse; and
- The knowledge by the company that its act or omission could provide such help.

3.6. We will achieve this by implementing and maintaining the following practices:

- Sharing this ([TG_100_250] Human Rights Policy) with all employees, contractors and our supply chain, at least annually;
- Show public commitment, evidencing alignment to the 17 SDG’s via the SDG Action Manager score and as part of our annual Impact Assessment from November 2023;
- Identify functions within TG that could be most at risk of becoming linked to human rights abuse (i.e. pre-project exploration and planning, HR management, HSE, etc.); and
- Ending business relationships where potential adverse human rights may be compromised.

Principle 3: Uphold labour rights

3.7. We will uphold the freedom of association and the effective recognition of the right to collective bargaining. We will respect the elimination of all forms of forced or compulsory labour, child labour, and any other labour practices that violate internationally recognized standards. See ([TG_100_178] Labour Standards Policy) and ([TG_100_40] Modern Slavery and Trafficking Policy).

Principle 4: Eliminate forced labour

3.8. We will not engage in or support any form of forced or compulsory labour. We will ensure that our employees work voluntarily and are free from any form of coercion or exploitation.

Principle 5: Abolish child labour

3.9. We are committed to preventing and eradicating child labour in all its forms. We will comply with applicable laws and regulations related to the employment of minors and will not exploit child labour in our operations or supply chains, see ([TG_100_26] Anti Bribery Policy).

Principle 6: Promote workplace health and safety

3.10. We will provide a safe and healthy working environment for all employees, contractors and visitors. We will strive to comply with applicable occupational health and safety laws, regulations and industry best practices to minimise workplace risks, see



([TG_200_002] Health & Safety Policy).

Principle 7: Support environmental responsibility

- 3.11. We recognise that environmental sustainability is integral to human rights. We will promote environmentally responsible practices, strive to minimise our environmental impact, and support the conservation of natural resources in our operations. See ([TG_100_001] Environmental Policy).

Principle 8: Encourage responsible practices in the supply chain

- 3.12. We will work with our suppliers and business partners to promote human rights and responsible practices throughout our supply chain. We will seek to identify and address any human rights risks associated with our procurement processes, see ([TG_100_001] Environmental Policy).

Principle 9: Engage with stakeholders

- 3.13. We will engage with our employees, and clients, suppliers and communities where relevant, to understand their perspectives, concerns and expectations regarding human rights. We will foster open dialogue and collaboration to improve our human rights performance.

Principle 10: Transparency and accountability

- 3.14. We will communicate our progress and challenges publicly and transparently through our annual Impact Assessment, where relevant.



Section 6: Monitoring and Review

Responsibilities

- 6.1 The overall responsibility for implementing and promoting this Human Rights Policy lies with the Company Secretary & HR Lead. However, the adherence and promotion of this policy rests with all employees and management at Tyler Grange Group Limited.

Monitoring and Reviewing

- 6.2 We will strive to monitor and review the effectiveness of this policy, at least annually, to ensure its continued relevance and compliance with evolving standards and best practices.

Due Diligence

- 6.3 We will strive to conduct internal assessments to identify, prevent, mitigate and address any potential adverse human rights impacts resulting from our activities. We integrate human rights considerations into our decision-making processes, risk assessments and project planning.

Grievance Mechanisms

- 6.4 We will communicate mechanisms for employees, stakeholders and affected parties to raise concerns or grievances related to human rights violations. For internal communications report to the Company Secretary & HR Lead, for external communications, report to hello@tylergrange.co.uk. We will investigate and address such grievances promptly and transparently.
- 6.5 TG is committed to promoting and respecting human rights as a fundamental part of our environmental consultancy services. This policy applies to all employees, contractors, suppliers and stakeholders associated with Tyler Grange Group Limited.

Updated by:



Kay Geoghegan
Quality, Data and B Corp Lead

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Approved by:



Jon Berry
Managing Director

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