
9th January 2025

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Labour Standards and Human Rights Policy

Certified



This company meets high standards of social and environmental impact.

Corporation



Tyler
Grange

Labour Standards and
Human Rights Policy

9th January 2025

TG_100_178c_KG

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Section 1: Introduction

- 1.1 At Tyler Grange Group Limited (TG), we recognise the inherent importance of providing opportunities for all our employees, clients, suppliers and the communities in which we operate to work freely, with equity, security and dignity.
- 1.2 This ([TG_100_178] Labour Standards and Human Rights Policy) outlines our commitments and approach to addressing potential impacts throughout our operations, in accordance with the following international standards:
- UN Global Compact's 10 Principles;
 - Universal Declaration of Human Rights;
 - The Equality Act 2010;
 - The Modern Slavery Act 2015;
 - International Labour Organization's Declaration on fundamental principles and rights at work;
 - The Rio Declaration on Environment and Development;
 - United Nations Convention Against Corruption;
 - B Corp Certification;
 - UN Global Network's 17 Sustainable Development Goals (SDG); and
 - Anti-bribery Act 2010.
- 1.3 This policy comprises human rights, labour, environmental and anti-corruption principles, and should be read in conjunction with the following documents, located on Tyler Grange's Controlled Document Register:
- ([TG_200_002] Health & Safety Policy);
 - ([TG_100_001] Environmental Policy);
 - ([TG_400_017] H&S and Environmental Legislation Register);
 - ([TG_100_26] Anti Bribery Policy);
 - ([TG_100_40] Modern Slavery and Trafficking Policy);
 - ([TG_100_248] Anti-Tax Evasion Policy);
 - ([TG_100_39] Whistle Blowing Policy)
 - ([TG_100_162] Sexual Harassment Policy);
 - ([TG_100_163] Third Party Harassment Policy);
 - ([TG_100_161] Workplace Harassment Policy)
 - ([TG_100_136] Diversity, Equity and Inclusion Policy);
 - ([TG_100_30] Equal Opportunities Policy);
 - ([TG_100_247] Training Policy); and
 - ([TG_100_14] TG Code of Ethics).
- 1.4 This policy applies to all employees, contractors, suppliers and stakeholders associated with Tyler Grange. It covers our activities within our own operations as well as any activities over which we have influence or control.



Section 2: Human Rights Principles

2.1. The UN Global Compact's Principles relating to human rights include:

Principle 1: Support and respect human rights

"Businesses should support and respect the protection of internationally proclaimed human rights."

2.2. 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. We prohibit any form of discrimination or harassment and are dedicated to maintaining a work environment where all individuals are treated with respect and fairness, whilst providing safe and healthy working conditions.

Principle 2: Not complicit in Human Rights abuse

"Make sure that they are not complicit in human rights abuses."

2.3. We will provide a work environment that is free from discrimination, harassment and any form of exploitation and uphold and respect the fundamental human rights of all stakeholders, including employees, contractors and supply chain employees.

2.4. Tyler Grange values diversity and fosters an inclusive workplace that promotes fairness, respect and equal treatment for everyone.

2.5. We recognise that complicity can be direct, beneficial or silent and consists of two elements:

- 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 human rights abuse; and
- the knowledge by the company that its act or omission could provide such help.

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

- sharing this ([TG_100_178] Labour Standards and Human Rights Policy) with all employees, at least annually, as well as contractors and our supply chain when required;
- show public commitment by evidencing alignment to the 17 SDG's and B Corp certification through continual progression, and publishing this within our annual impact reports, when relevant;
- identify functions within TG that could be most at risk of becoming linked to human rights abuse (i.e. HR management, supply chain vetting, contractor onboarding, HSE, etc.); and
- ending business relationships where potential adverse human rights may be compromised, and reporting incidents, where relevant.

2.7. Harassment, equal opportunities and behaviour expectations are further detailed within the following policies and documents:



- ([TG_100_161] Workplace Harassment Policy);
- ([TG_100_163] Third Party Harassment Policy);
- ([TG_100_162] Sexual Harassment Policy);
- ([TG_100_30] Equal Opportunities Policy);
- ([TG_100_136] Diversity, Equity and Inclusion Policy);
- ([TG_100_14] TG Code of Ethics);
- ([TG_100_260] TG Inclusive Hiring Guide).



Section 3: Labour Principles

3.1. The UN Global Compact's Principles relating to labour standards include:

Principle 3: Uphold labour rights

"Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining."

3.2. We will uphold the freedom of association and the effective recognition of the right to collective bargaining. We will commit to the elimination of all forms of forced or compulsory labour, child labour, and any other labour practices that violate internationally recognised standards within our practices and wherever possible.

Principle 4: Eliminate forced labour

"the elimination of all forms of forced and compulsory labour."

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

Principle 5: Abolish child labour

"the effective abolition of child labour."

3.4. 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.

Principle 6: Promote workplace health and safety

"the elimination of discrimination in respect of employment and occupation."

3.5. We will provide a safe and healthy working environment for all employees, supply chain and visitors, and will strive to comply with applicable health and safety laws, regulations and industry best practice to minimise workplace risks.

3.6. We employ an inhouse NEBOSH Health, Safety and Wellbeing Lead to oversee all our health and safety operations.

Additional labour alignments

Gold 4 Day Working Week Accreditation

3.7. As a Gold accredited 4 Day Week employer¹, since June 2022, we have implemented a reduced working week for all our employees to help reduce burnout, support the right to disconnect and aid

¹ <https://www.4dayweek.co.uk/employers>



a better work-life balance. In addition, we respect the importance of employee well-being, and strive, where possible, to ensure that workloads are manageable, offering solutions during busier periods. We do this by investing in IT to help the team work 'smarter, not harder', reducing the admin burden, utilising our approved TG Partners, employing clinical psychologists, and a resilience expert who leads the fatigue support team. We also employ an inhouse Health, Safety & Wellbeing Lead to assess and mitigate risk, where possible.

Fair Wages and Benefits

- 3.8. As a Living Wage accredited organisation, we believe in providing fair wages and benefits to our employees, which exceeds legal requirements, and pays 100% salary for 80% of employee time. We ensure that our compensation practices are transparent, equitable and based on factors such as skills, experience and job responsibilities, evaluated and agreed within biannual C3PO reviews (appraisals).

Training and Development

- 3.9. We invest in the training and development of our employees to enhance their skills, knowledge, and capabilities. We provide learning opportunities, both internal and external, that supports their professional growth, encourages innovation and aligns with our business goals and objectives. We have a dedicated innovations team, called Tectonic, who work collaboratively with our key teams to deploy new ideas and better ways of working; these include our board, operations, decarbonisation, audit, training academy and sales teams who produce / share monthly updates to the wider team.

Employee Engagement and Empowerment

- 3.10. Linked to training and development, above, we value open communication and encourage employee engagement and participation by having open offices where all levels of the team, from assistants to directors, share the same communal space. We provide opportunities for employees to contribute their ideas, opinions and feedback through regular channels such as surveys, meetings, and via an online SF form which links to our Tectonic team for suggestions, ideas and improvements. We support the team's professional growth through a generous training budget, which aligns to their professional membership requirements, and encourage everyone's involvement in decision-making processes, where possible, no matter what their grade.
- 3.11. The following policies and documents further support Labour Principles:

- ([TG_100_40] Modern Slavery and Trafficking Policy)
- ([TG_200_002] Health & Safety Policy);
- ([TG_100_247] Training Policy);
- ([TG_100_258] C3PO Guidance); and
- ([TG_100_263] Annual Impact Report).



Section 4: Environment Principles

4.1. The UN Global Compact's Principles relating to the environment include:

Principle 7: Support environmental responsibility

"Businesses should support a precautionary approach to environmental challenges."

4.2. We recognise that environmental sustainability is integral to all our operations. We will promote environmentally responsible practices, strive to minimise our environmental impact, aspire to reach net-zero by 2030 and support the conservation of natural resources in our operations.

4.3. We have amended our articles to include B Corp's legal requirement, which states:

"The objectives of the Company are to promote the success of the Company;

(i) for the benefit of its members as a whole; and

(ii) through its business and operations, to have a material positive impact on (a) society and (b) the environment, taken as a whole..."

4.4. In addition, B Corp certification requires us to annually demonstrate open, honest and transparent impact reporting by publishing these on the B Hive, B Lab's impact report directory, social media and on our B Corp profile page.

Principle 8: Encourage responsible practices in the supply chain

"undertake initiatives to promote greater environmental responsibility."

4.5. We will work with our suppliers and business partners to promote sustainability, social value and responsible practices throughout our supply chain and actively choose to work with those who align with our practices.

4.6. We ask key suppliers to complete our bespoke questionnaire, which requests key disclosures, demographics, public commitments and declarations. Where possible, we aim to source products from ethical and approved suppliers.

Principle 9: Engage with stakeholders

"encourage the development and diffusion of environmentally friendly technologies."

4.7. We will engage with our employees, clients, suppliers and communities, where possible, to understand their perspectives, concerns and expectations, and encourage feedback and input from within the team. We will network and collaborate with purposeful individuals and businesses to learn from, and share knowledge with, others in this space.

4.8. The following policies and documents further support Environmental Principles:

- ([TG_100_001] Environmental Policy) and Environmentally Preferred Purchasing Policy within;
- ([TG_100_180] Supplier Screening Questionnaire); and
- ([TG_100_24] B Corp & ESG Presentations).



Section 5: Anti-Corruption Principles

5.1. The UN Global Compact's Principles relating to anti-corruption include:

Principle 10: Transparency and accountability

"Businesses should work against corruption in all its forms, including extortion and bribery."

5.2. Tyler Grange is committed to complying with the Bribery Act 2010 in all its business activities and has a strict anti-bribery policy, and a zero-tolerance approach to corruption, bribery, kickbacks and other unethical practices, such as conflicts of interest, fraud, embezzlement, gifting, money laundering, etc.

5.3. Any suspected corruption or unethical behaviour should be reported immediately as per our ([TG_100_39] Whistle Blowing Policy), which includes concerns around service provision or the conduct of employees working with, or associated with, Tyler Grange. Whistle blowers are protected when speaking up under the Public Interest Disclosure Act 1998.

5.4. Tyler Grange communicates its anti-corruption and anti-bribery to stakeholders through our Code of Ethics and associated policies as part of our annual mandatory training for all employees.

5.5. Anti-corruption is further supported through our ([TG_100_248] Anti-Tax Evasion Policy) and third party due diligence and risk assessment checks (i.e. disclosures obtained through the ([TG_100_180] Supplier Screening Questionnaire), policy alignments, background checks and vetting through partner onboarding checks, see ([TG_100_006] TG Partner Online Registration Form)).

5.6. The following policies and documents further support Anti-Corruption Principles:

- ([TG_100_26] Anti Bribery Policy);
- ([TG_100_248] Anti-Tax Evasion Policy);
- ([TG_100_14] TG Code of Ethics);
- ([TG_100_39] Whistle Blowing Policy);
- ([TG_100_180] Supplier Screening Questionnaire); and
- ([TG_100_006] TG Partner Online Registration Form).



Section 6: Monitoring and Review

Responsibilities

- 6.1. The overall responsibility for implementing and promoting this policy lies with the Managing Director. However, the adherence and promotion of this policy rests with all employees and management at Tyler Grange Group Limited.

Monitoring and Reviewing

- 6.2. This ([TG_100_178] Labour Standards and Human Rights Policy) and associated policies, management systems, targets and objectives are reviewed and monitored annually aligning with all relevant local and international legislation and guidance.

Continuous Improvement

- 6.3. We are committed to continuously improving our labour standards, human rights, environmental and anti-corruption practices, and strive to monitor and review the effectiveness of this policy to ensure its continued relevance and compliance with evolving standards and best practice. We strive to ensure that adequate resources, training and awareness programs are in place to enable effective and collaborative implementation.

Due Diligence

- 6.4. We will strive to conduct internal assessments to identify, prevent, mitigate and address any potential adverse labour standards and human rights impacts resulting from our activities as mentioned in the sections above. We integrate these considerations into our core decision-making processes, risk assessments and project planning, where relevant.

Grievance Mechanisms

- 6.5. We will communicate mechanisms for employees, stakeholders and affected parties to raise concerns or grievances related to labour standards and human rights violations. For internal communications, please report to the discipline lead or Company Secretary & HR Lead. For external communications, please report to hello@tylergrange.co.uk. We will investigate and address such grievances promptly, fairly and transparently.



Section 7: Summary

- 7.1. We recognise the inherent importance of providing opportunities for all our employees, clients, suppliers, visitors and the communities in which we operate to work freely, with equity, security and dignity, in accordance with international standards. We promote diversity, equity and inclusion and do not discriminate against any characteristics, protected or otherwise.
- 7.2. To strengthen our labour standards and human rights commitments, we apply the following measures:
- **Employees** - we require personal, photographic identification from all employees, ensuring that payroll names and IDs match the employee details. We conduct formal interviews for all new employees. We also request health surveillance form inputs from all employees annually to monitor everyone’s health, safety and well-being and suggest any areas where adjustments or support can be made, where necessary. Many of the team have received training in these areas, including our Human Resources lead.
 - **Contractors** - we request required levels of business insurance tied to a company name and conduct background checks for our contractors (TG Partners) as well as interviews if not already known to the business and can be vouched for by senior management. There are disclosures in our onboarding form to check for policy alignments, and if no policies exist, the partners must sign to say they agree to ours and that all the information they provide is factual.
 - **Suppliers** - as a certified B Corp, we actively aim to work with clients and suppliers who share our values and ethics. To assess supplier alignments and screen for disclosures around human rights, modern slavery, labour standards, environmental breaches, fraud and anti-corruption, etc. we issue a purpose-built ([TG_100_180] Supplier Screening Questionnaire), and add approved suppliers to our preferred supplier listing for purchasing teams which is detailed within the ([TG_100_001] Environmental Policy).
- 7.3. This policy will be reviewed annually and approved by Tyler Grange’s Managing Director.
- 7.4. TG is committed to promoting and respecting labour standards and human rights as a fundamental part of our environmental consultancy services. This policy applies to all employees, supply chain, suppliers and stakeholders associated with Tyler Grange Group Limited.

Change History

| Change To | Date of Change | Version |
|---|----------------|---------|
| <ul style="list-style-type: none"> • Section 1, paragraph 1.3 – supplier expectations • Section 1, paragraph 1.4 – additional listed policies • Section 2, paragraph 2.10 – additional associated policies • Section 3, paragraph 3.8 - updated four-day week inputs • Section 3, paragraph 3.9 - inclusion of C3PO review alignments • Section 3, paragraph 3.11 - how to make suggestions and feedback • Section 3, paragraph 3.14 - additional associated policies • Section 4, paragraph 4.3 - explanation of B Corp legal requirements | 09/12/2024 | C |



| Change To | Date of Change | Version |
|--|----------------|---------|
| <ul style="list-style-type: none"> Section 4, paragraph 4.4 - addition of impact reporting information Section 4, paragraph 4.8 - additional associated policies Section 5, paragraphs 5.2 to 5.6 - expansion of information and associated policies Section 6, paragraph 6.1 - change of responsibility Section 7 – addition of Summary section and Change History | | |

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Date: 09/01/2025

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Date: 09/01/2025

