

Contents

Introduction	1
Scope	1
Principles	1
Policy	2
Grievance and remediation	3
Implementation	3

Introduction

Lodge Service believes that business can only flourish in societies where human rights are protected and respected. We recognise that business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts.

That is why we seek to act in accordance with internationally recognised human rights and standards, including the International Bill of Human Rights, the International Labour Organisation (ILO). Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights, making them integral to the way we operate. We are working to guard against being complicit in human rights violations and to uphold the human rights of our people and

any other individuals that we are in contact with, either directly or indirectly.

Scope

This Human Rights Statement contains over-arching principles which we embed into our policies and systems and applies to all Lodge Service employees. We also expect our clients and suppliers to respect and adhere to this policy.

Principles

We will:

- Seek to avoid causing or contributing to adverse human rights impacts through our own activities

and address such impacts if they do occur, in a timely and appropriate manner.

- Seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products, and services through our business relationships.
- Provide for, or cooperate in their remediation through legitimate processes, if we identify that we have caused or contributed to adverse human rights impacts.

- Continue to look for ways to support the promotion of human rights within our operations and our sphere of influence

Policy

This sets out our position with respect to human rights and modern slavery and sits alongside our Employment Handbook containing all our policies and procedures, including our Ethical Labour Policy.

Our statements below draw upon the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work:

i. Child Labour: Lodge Service will not use child labour and will comply with all relevant laws in this regard. We do, however, support legitimate workplace apprenticeships,

internships and other similar programmes that comply with the applicable laws and regulations.

ii. Modern slavery: Lodge Service will not use forced, bonded or involuntary labour, and workers are not required to lodge deposits or identity papers with the company and can

leave after giving reasonable notice, with all wages owed to be paid. We have a zero-tolerance approach towards human trafficking.

iii. Health, Safety and Environment: All Lodge Service employees will work in an environment that is both safe and healthy, in line with our Health and Safety Policy.

iv. Discipline: Lodge Service prohibits physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation.

Disciplinary and grievance procedures are clearly documented and communicated to all employees in our Contracts of Employment and Employee Handbook. All disciplinary measures of a serious nature are recorded and actioned.

v. Freedom of Association and Employee Representation: Lodge Service recognises that all its employees have the right to form and join organisations of their own choosing. The company respects employees' rights to belong to trade unions and fully complies with our legal obligations to inform and consult employees.

vi. Working Hours: Lodge Service will ensure that working hours are reasonable and comply with the law and industry standards.

vii. Equality of Treatment: Lodge Service is fully committed to eliminating discrimination in recruitment, training and working conditions, on grounds of race, colour, sex, age, religion, political opinion, national extraction, sexual orientation, disability, or social origin and to promoting equality of opportunity and treatment as outlined in the Employment Handbook.

viii. Employment terms: Lodge Service will provide written and clear contracts which detail the terms and conditions of its staff employment. We will ensure that work performed by employees is based on recognised employment law and practice.

ix. Remuneration: Lodge Service will, at a minimum, provide wages and benefits that meet national industry standards. We will provide employees with clear written information on their pay and conditions. The company prohibits deductions on employees' wages as a disciplinary measure. Lodge Service is committed to equal pay and benefits for men and women for work of equal value.

Grievance and remediation

Where a human rights violation is identified, we will work with all parties involved to seek access to remedy, compensation, and justice for the victim. We will also investigate the root cause so that we can take appropriate steps to prevent such a violation reoccurring.

Anyone raising a genuine concern which is in the public interest will be protected from victimisation. Third parties (including suppliers and clients) can also contact the company to raise any concerns.

Implementation

Jenni Jetzer, our People Director is responsible for the company's Human Rights Policy. Our Senior team will review the policy on an annual basis with respect to its relevance and effectiveness and will make improvements, as necessary. Our Human Rights Policy is accessible to our employees in the Employment Handbook and to other interested parties on our website.