



GROUP POLICY

Human Rights



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1 Purpose

Human rights are basic rights that allow individuals the freedom to lead a dignified life, free from fear or want, and free to express independent beliefs. The Diploma PLC (“Diploma”) Group respects and supports the dignity, well-being and human rights of our employees, the workers in our extended supply chain, the communities in which we live and those affected by our operations.

This policy provides a framework of fundamental Human Rights principles by which the Group will be guided in the conduct of its business.

2 Scope

This policy is applicable to Diploma colleagues and those working on its behalf, including subsidiaries, directors, employees, suppliers, partners, contractors and stakeholders with whom we collaborate. Compliance with this policy will be monitored within each business area with risk assessments, supply chain audits, investigations or visits and related policies.

3 Policy Statement

Diploma is committed to respecting internationally recognised human rights in line with the principles and guidance contained in the United Nations (UN) Guiding Principles on Business and Human Rights.

We strive to be a responsible and sustainable company that creates an inclusive work environment for everyone regardless of sex, gender, age, race, disability, sexual orientation, culture, religion, family responsibilities or other areas of potential difference.

The Group Chief Executive Officer (CEO) actively encourages and incentivises the seamless integration of human rights considerations into the development and management of both existing operations and new opportunities. Diploma promotes compliance with these fundamental principles throughout the Group.

The Executive and Senior Leadership team are entrusted with providing leadership that champions human rights as an equal priority alongside other business concerns.

All colleagues carry the responsibility of ensuring that their actions do not compromise the human rights of others. They are actively encouraged to confidentially report any concerns they may have about human rights issues.

4 Our Commitment

The first six principles of the UN Global Compact relate to human rights and labour standards. Specifically businesses should:

1. support and respect the protection of internationally proclaimed human rights,
2. ensure they are not complicit in human rights abuses,
3. uphold the freedom of association and effectively recognise the right to collective bargaining,
4. eliminate all forms of forced or coerced work,
5. uphold the effective abolition of child labour, and
6. uphold eliminating discrimination regarding employment and occupation.

Respecting internationally recognised human rights

Diploma is committed to respecting internationally recognised human rights in line with the principles and guidance contained in the United Nations (UN) Guiding Principles on Business and Human Rights. This policy is informed by the Ten Principles of the UN Global Compact, UN Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises, and the International Labor Organisation's Declaration on Fundamental Principles and Rights at Work.

Policies and processes to identify, prevent or mitigate human rights risks

Diploma has policies and processes in place to identify, prevent or mitigate human rights risks, including the risk of modern slavery. We will not tolerate or condone abuse of human rights within any part of our business or supply chains, and we will take seriously any allegations that human rights are not properly respected.

We place importance on the provision of effective remedy wherever human rights impacts occur through company-based grievance mechanisms. We are committed to building awareness and knowledge of our employees and suppliers on human rights encouraging them to speak up, without retribution, about any concerns they may have.

Freedom of association and the right to collective bargaining

Workers, without distinction, have the right to join or form trade unions of their choosing and to engage in collective bargaining. The Group is encouraged to adopt a non-discriminatory attitude towards the activities of trade unions and their organisational pursuits. Workers' representatives should not face discrimination and should have access to their representative functions in the workplace.

Zero-tolerance to human trafficking, slavery, and forced labour

Diploma is committed to ethical labour practices by prohibiting all forms of forced labour, including prison labour, and actively discourages practices like bonded labour or any form of physical or mental abuse. We hold ourselves and our partners to the highest standards, refusing to do business with organisations involved in human trafficking, slavery, or forced labour.

To ensure a safe and respectful work environment, we prohibit physical or mental abuse, harassment, and any form of domination. We further respect worker autonomy by discouraging the use of deposits or identity papers as security and guaranteeing the right to leave with reasonable notice.

Zero-tolerance to child labour

Exploitation of child labour is deemed unacceptable under any circumstances. Diploma actively discourages employing people below the minimum legal working age applicable to their country. We will encourage awareness of child labour issues among employees and cooperate with law enforcement to address any violations.

Zero-tolerance to discrimination

Diploma stands firmly against discrimination and harassment in all forms, including those based on race, colour, ethnicity, gender, gender identity and/or expression, sexual orientation, age, disability, national origin, citizenship, ancestry, place of birth or descent, religion, veteran or military status, or any other protected class.

We are committed to fostering a work environment that is inclusive and respectful of all individuals and will implement and maintain policies and practices that prevent discrimination and harassment within our organisation.

Safe and secure workplace

Diploma prioritises the safety and well-being of everyone associated with our business. This commitment extends beyond our employees to customers, suppliers, and visitors. We have established a comprehensive Group [Health & Safety Policy](#) ensuring consistent implementation across all our locations to achieve this goal.

5 Your Responsibilities

To ensure that human rights abuses do not occur in any part of our Group or our supply chains, we all have a duty to raise any concerns we might have. Our colleagues and suppliers are responsible for ensuring that they understand our commitments in relation to Human Rights as set out in this policy and for speaking up about any concerns that they might have as a result.

Executive & Senior Leadership

The CEO is accountable for compliance with this policy and driving and supporting continuous improvement in ensuring human rights are upheld across operating businesses. The Executive and Senior Leadership teams are responsible for providing visible leadership that promotes human rights as an equal priority alongside other business issues.

Employees

All colleagues have a collective responsibility throughout the Group to ensure human rights are respected. Colleagues are encouraged and incentivised to ensure that their actions do not compromise the human rights of others. They are actively encouraged to confidentially report any concerns they may have about human rights abuses.

Supply chain

Diploma is committed to ensuring that procurement teams and functions dealing with business partners and suppliers will uphold these same principles through their operations and supply chains. We have developed and enforce clear [codes of conduct](#) for suppliers. These include explicit prohibitions against human trafficking, slavery and forced labour.

6 Compliance & Non-Compliance

All breaches should be notified immediately to the Group General Counsel.

A breach of any of the provisions of this policy and its supporting policies will constitute a disciplinary offence and will be dealt with in accordance with Diploma's Disciplinary Procedure which can be found in our [Code of Conduct](#).

Any breach of this policy that causes damage to the reputation of Diploma, its stakeholders, its employees or any third party or which brings Diploma into disrepute will amount to either misconduct or gross misconduct (depending upon the seriousness of the breach) to which Diploma's Disciplinary Procedure will apply.

As far as associated persons are concerned, a breach of this policy could lead to the suspension or termination of any relevant contract, sub-contract, or other agreement.

7 Contacts

7.1 Diploma PLC

John Morrison, Group General Counsel
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Legal@diplomapl.com

Phil Pratt, Group Sustainability Director
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Group Sustainability Team
Sustainability@diplomapl.com

7.2 Confidential Hotline

The Diploma Confidential Hotline is managed by Safecall, a respected, confidential and independent third-party organisation.

Safecall provides a 24-hours a day, 7 days a week service and can be contacted as follows:

- Freephone (full list Freephone numbers available on their [website](#))
- Raising an official report on their website (<https://www.safecall.co.uk/file-a-report/>)
- Email (diploma@safecall.co.uk)

When contacting Safecall via telephone, you will be put through to an operator who is trained to receive your report about concerns in the workplace that you feel cannot be addressed in any other way. Your call will not be recorded and will be treated confidentially and should you wish, Safecall will guarantee your anonymity.

When raising a report on their website you have the option to be named, semi anonymous or anonymous.

Document Control

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