

Human Rights Policy Statement

Company Name: Brookfield Services Ltd

Effective Date: 01/06/2019

At Brookfield Services Ltd, we are committed to upholding and promoting human rights in all areas of our business and operations. As a responsible management consultancy based in the UK, we recognize that respect for human rights is fundamental to our role in society and is aligned with our core values of integrity, fairness, and inclusivity. Our policy is based on the principles outlined in the United Nations Universal Declaration of Human Rights (UDHR) and other relevant human rights frameworks, such as the UN Guiding Principles on Business and Human Rights and the Modern Slavery Act 2015.

Scope

This policy applies to all employees, contractors, suppliers, clients, and other stakeholders associated with Brookfield Services Ltd. It governs our conduct within the UK and in all countries in which we operate.

Our Commitment

We are committed to:

- 1. Non-Discrimination and Equal Opportunity:** We ensure that all individuals are treated with dignity and respect. We are dedicated to providing a workplace free from discrimination based on race, gender, age, disability, religion, sexual orientation, nationality, or any other characteristic protected by law.
- 2. Freedom from Forced Labor and Human Trafficking:** Brookfield Services Ltd has zero tolerance for any form of forced labor, slavery, or human trafficking. We comply fully with the UK Modern Slavery Act 2015 and ensure that our supply chain is free from any practices that violate human dignity and freedom.
- 3. Fair and Safe Working Conditions:** We strive to provide a safe, healthy, and inclusive working environment for all our employees and contractors. We uphold fair labor practices, including fair wages, reasonable working hours, and the right to collective bargaining. We regularly assess workplace conditions to ensure compliance with local health and safety regulations.
- 4. Privacy and Data Protection:** We respect the privacy rights of all individuals and are committed to protecting personal data in line with the UK General Data Protection Regulation (GDPR). This includes securing sensitive information about our employees, clients, and stakeholders.
- 5. Anti-Bribery and Corruption:** We are committed to conducting our business with integrity. We have a zero-tolerance approach to bribery, corruption, and any activities that might lead to the abuse of human rights or undermine ethical standards in business conduct.
- 6. Client and Supply Chain Responsibility:** We collaborate with clients and suppliers who share our commitment to human rights. We expect our business partners to uphold the same high standards of respect for human rights in their own operations, and we take action to address any concerns raised within our supply chain.

7. Grievance Mechanisms and Remediation: We are committed to providing a clear and accessible process for employees, contractors, and stakeholders to raise concerns about human rights violations without fear of retaliation. We will investigate any claims promptly and take appropriate corrective action where necessary.

Implementation and Accountability

Training and Awareness: All employees are provided with training on human rights issues, relevant laws, and company policies to ensure full understanding and compliance.

Monitoring and Reporting: We regularly review our human rights practices to identify and mitigate risks. We also report transparently on our efforts to respect human rights, particularly in compliance with the Modern Slavery Act 2015.

Responsibility: The responsibility for overseeing human rights adherence rests with senior management, but all employees are expected to contribute to the company's efforts to uphold these values.

Review of Policy

This policy will be reviewed annually and updated as necessary to reflect changes in the law, societal expectations, and the evolving nature of human rights risks.

Approved by: Joyce W. Mbau, Director

Date of Approval: 01/06/2019

Review Dates:

06/06/2020

07/06/2021

07/06/2022

07/06/2023

07/06/2024

This policy reaffirms Brookfield Services Ltd dedication to ethical business practices and our role in promoting human rights globally and locally.