

Human Rights Statement

Reactive Zero Two Limited is a provider of first class 24/7, 365 days a year building maintenance services, providing a vast range of services that cover a wide range of soft and hard FM service needs that our clients have, providing them with a singular contractor that can meet all these service needs whilst working to the highest quality, health and safety and ethical business standards.

The Directors of Reactive Zero Two value and appreciate the contribution made by all employees at every level and we have a commitment to protecting and respecting human rights. Valuing People is a key component of our strategy and we strive to go above and beyond compliance with human rights.

Our Commitments:

We shall:

- Conduct our operations with respect to the interests of our employees, those employed in our supply chain and those affected by our business and their human rights.
- Protect the fundamental human rights of all employees, including right to water, and have specific regard to the rights of women and minority groups.
- Treat every employee fairly and equally
- Give every potential recruit or employee the same opportunities irrespective of their gender, race, ethnic or national origin, disability, age, sexuality, religious belief, marital status, background or social class.
 - Not tolerate any form of:
 - Harassment or bullying;
 - Forced or involuntary labour or human trafficking within
 - Reactive Zero Two or our supply chain and ensure that everyone is able to leave the Company after their notice period; or child labour in any form and shall not employ anyone under the age of 16.
- Invest in the development of our employees and create a friendly and safe working environment.
- Conduct regular performance reviews for all employees and create individual development plans based on the outcome of these reviews.
- Regularly engage with our employees and the communities which we serve and contribute to their development.
- Take our duty of care to our employees very seriously and put in place the measures necessary to protect both their physical and mental wellbeing.
- Comply with all legal and regulatory health and safety standards and always strive to go beyond compliance.
- Conduct due diligence on our supply chain to ensure that we are working with partners with values aligned with our own and with commitments to high ethical business standards.

Human Rights Statement

- Embed a culture of openness and transparency to encourage people to speak up if there is any noncompliance with our standards.
- Treat any behaviour inconsistent with these commitments as serious misconduct and take appropriate action.

This statement shall be subject to an annual review.

AUTHORISED BY:



Toby Gale

Operations Director of Reactive Zero Two Ltd

Reviewed 10th January 2024