

## Human Rights Policy

### Introduction

At Worldwide International Ltd t/a Publiship, we are committed to upholding and promoting human rights in all aspects of our operations. We recognize the importance of respecting the rights of our employees, clients, and the communities in which we operate. This policy outlines our commitment to human rights and provides a framework for ensuring that these principles are upheld in our workplace.

### Scope

This policy applies to all employees.

### Commitments

- **Respect for Human Rights**  
We are committed to respecting and promoting internationally recognized human rights, including but not limited to:
  - The right to fair and equal treatment
  - The right to freedom of association and collective bargaining
  - The right to privacy and personal data protection
  - The right to non-discrimination and equality
- **Non-Discrimination and Equal Opportunity**  
We promote a workplace that values diversity and inclusivity. Discrimination based on race, gender, sexual orientation, disability, religion, or any other characteristic is strictly prohibited. We strive to provide equal opportunities for all employees.
- **Health and Safety**  
We are committed to providing a safe and healthy work environment. We will take all necessary steps to ensure the physical and mental well-being of our employees.
- **Freedom of Expression and Association**  
We respect the right of employees to express their views and to participate in lawful activities that promote their interests, including joining trade unions.
- **Fair Labor Practices**  
We adhere to all applicable labor laws and standards. This includes ensuring fair wages, reasonable working hours, and the prohibition of forced or child labor.
- **Stakeholder Engagement**  
We will engage with our employees and other stakeholders to promote awareness and understanding of human rights issues and encourage dialogue on these matters.
- **Reporting and Accountability**  
We encourage employees to report any concerns regarding human rights violations or unethical behaviour. Reports can be made confidentially through our designated channels. We will investigate all reports promptly and take appropriate action.
- **Training and Awareness**  
We will provide training and resources to our employees to promote awareness and understanding of human rights issues and our commitments under this policy.

**Qualitative Objectives**

- Promote Awareness and Understanding of Human Rights: Foster a culture of respect and inclusivity by providing regular training sessions and workshops on human rights for all employees.
- Create a Safe and Inclusive Work Environment: Develop initiatives that encourage open dialogue about diversity, equity, and inclusion, ensuring that all employees feel valued and heard.

**Qualitative Objectives**

- Training Participation: Achieve a 100% participation rate in annual human rights training sessions for all employees.
- Diversity Representation: Increase representation of underrepresented groups in the workforce by 5% over the next twelve months.

**Conclusion**

At Worldwide International Ltd t/a Publiship, we believe that respecting human rights is essential to our success and reputation. We are dedicated to fostering a culture of respect, inclusion, and responsibility.

**Acknowledgment:**

All employees are required to acknowledge receipt and understanding of this policy.

Worldwide International Ltd T/A Publiship is committed to conducting business ethically and with integrity.

This policy will be reviewed annually or sooner if required due to changes in legislation or business needs. Any amendments will be communicated to employees in a timely manner.

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Date: September 2024

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