



Experts in graphics

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Human Rights and Modern Slavery Policy

Policy Statement

Xtreme Graphics Ltd is committed to upholding human rights and combating modern slavery in all aspects of our business. We recognise the importance of respecting the fundamental principles outlined in international human rights standards and ensuring that our operations and supply chain are free from any form of modern slavery. This policy reflects our commitment to promoting and protecting human rights and eliminating modern slavery within our organisation.

Scope:

This policy applies to all employees, contractors, consultants, agents, and any other individuals associated with Xtreme Graphics Ltd (collectively referred to as "Personnel").

Human Rights Principles:

1. Dignity and Respect:

Xtreme Graphics Ltd is committed to treating all individuals with dignity and respect, regardless of their race, colour, ethnicity, gender, sexual orientation, religion, disability, or any other protected characteristic.

2. Non-Discrimination:

We will not engage in, tolerate, or support any form of discrimination or harassment. Employment decisions will be based on merit, qualifications, and performance.

3. Labour Rights:

We recognise the rights of all employees to fair wages, reasonable working hours, and safe working conditions. We uphold the principles of freedom of association and collective bargaining.

Modern Slavery Principles:

4. Prohibition of Modern Slavery:

Xtreme Graphics Ltd strictly prohibits the use of any form of modern slavery within our organisation and supply chain.

5. Supply Chain Transparency:

We are committed to ensuring transparency in our supply chain and will work collaboratively with suppliers to identify and mitigate the risks of modern slavery.

6. Supply Chain Due Diligence:

Xtreme Graphics Ltd will conduct due diligence on suppliers to assess and address the risk of modern slavery. This includes, but is not limited to, verifying the labour practices of suppliers, and ensuring they comply with our ethical standards.

7. Training and Awareness:

Personnel involved in supply chain management and procurement will receive training on identifying and addressing the risks of modern slavery. Awareness programs will be conducted to ensure that all Personnel understand their roles in maintaining compliance.

Responsibilities:**1. Leadership:**

The leadership team is responsible for providing direction and resources to ensure the effective implementation of this policy and fostering a culture that supports human rights and opposes modern slavery.

2. Managers and Supervisors:

Managers and supervisors are responsible for implementing and enforcing the principles of this policy within their respective teams.

3. Human Resources:

The Human Resources department is responsible for implementing and monitoring policies and practices that promote human rights, address concerns related to discrimination or harassment, and provide necessary training and awareness programs.

Complaints and Reporting:

Any concerns or complaints related to potential violations of this policy should be reported to the Human Resources department. Xtreme Graphics Ltd is committed to investigating and addressing such concerns promptly and confidentially.

Review and Revision:

This policy will be reviewed periodically to ensure its effectiveness and relevance. Any necessary revisions will be made in consultation with legal counsel and communicated to all Personnel.

