

TRANSPORTATION YOU CAN RELY ON

P104 - Human Rights

Policy 01.08.2024



Human Rights Policy

McLanachan Transport Limited is committed to respecting everyone's human rights in all aspects of our operations. This policy applies to all employees, the leadership team and all internal and external Stakeholders. Our mission is to comply with the law as a minimum and should do their utmost to comply with the principles of this policy.

This policy is intended to protect everyone; please read it carefully.

Any breach of this policy may result in an investigation under the Discipline and Grievance policy and may result in disciplinary action or other enforcement action being taken against you. Employees should consult the Disciplinary policy for more information.

We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

At McLanachan Transport Limited it is every employee's responsibility to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment.

If any employee believes that someone is violating this Human Rights Policy and/or the law, they are asked to report it immediately to their manager.

We expect our suppliers and contractors to also have in place processes to enable their own staff to report any concerns.

It is the responsibility of management team to ensure that they have been provided with a copy of this policy and that they have confirmation that each employee will meet the requirements and expected behaviours laid out in this policy.

As an organisation, we have identified the following main areas of responsibility:

Freedom of Association and Collective Bargaining:

We respect the right of our employees to join or not to join a trade union and as such they are free to join an organisation of their choice to represent them in line with local legislation.

Labour rights:

We provide fair working conditions for our employees including terms and conditions of employment, remuneration, working hours, resting time, holiday entitlements, maternity/paternity leave and benefits; we comply with all applicable legislation.

We have specific policies which set out our commitment and the responsibilities of management and staff.

Wages:

McLanachan Transport Limited is committed to ensuring that their direct employees are not paid lower than that required by law.



Forced Labour (Slavery):

McLanachan Transport Limited has a policy of zero-tolerance towards acts of modern slavery which are unlawful and are a violation of fundamental human rights.

We have a specific policy which sets out our commitment and the responsibilities of management and staff.

Safe and Healthy Workplace:

We are committed to delivering high standards of health and safety management and aim to continually improve our performance, always seeking to reduce risk. We believe in always doing the right thing and in doing it safely, without unnecessary risk to people's health and will comply with all relevant legislation.

We have a specific policy which sets out our commitment and the responsibilities of management and staff.

Child Labour:

McLanachan Transport Limited operates in the UK and complies with all relevant legislation regarding this; we will not employ young persons under the age of 18 in a hazardous role or at night. We do not tolerate the use of child labour.

Vulnerable Customers:

We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

We acknowledge that the individual circumstances of some of our customers leave them significantly less able to represent their own interests and more likely to suffer harm than the average consumer.

We will develop and thus assist our employees to identify vulnerable customers and put into place tailored and flexible processes and practices that will support the provision of a suitable level of service and expertise to enable the vulnerable customer to engage with us.

This policy will be monitored & reviewed annually through regular auditing and/or workplace inspections as appropriate.

This policy does not form part of any employee's contract of employment and may be amended at any time to reflect developments in the business, or changes to legislation or procedures.

Approved by:



Damian McLanachan

Managing Director

McLanachan Transport

Date: 01.08.2024