

## Pearson Ham Group Human & Labour Rights Policy Statement

*June 2024*

At Pearson Ham Group, we are dedicated to safeguarding and promoting the fundamental rights of every individual associated with our organisation, including employees, business partners, and representatives. Our actions are guided by our commitment to human rights, which is articulated in our human rights statement and further elaborated in our Code of Conduct and corporate policies.

As part of this commitment, we vow to abstain from involvement in or facilitation of child labour, forced labour, exploitation, and human trafficking.

This policy extends to all Pearson Ham Group employees, affiliates, and third parties acting on behalf of Pearson Ham Group and applies universally across all Pearson Ham Group office locations.

### **Our Commitments**

As a participant in the UN Global Compact (UNGC), we support the Human Rights Principles (Principles 1 & 2) derived from the Universal Declaration of Human Rights. We aim to align with internationally recognised standards such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work. Our goal is to adhere to the principles outlined in these standards, ensuring compliance with relevant laws in all locations where we conduct business and provide services.

Pearson Ham Group is fully committed to ensuring a work environment that prioritises safety, health, and respect for all employees. Our dedication extends to protecting the rights of historically marginalised groups, including women, individuals from underrepresented ethnic and racial backgrounds, people with disabilities, and members of the LGBTQIA+ community. To uphold these foundational principles, we ethically recruit, provide fair wages and benefits, and endeavour to establish a workplace culture that values diversity, fosters inclusion, and encourages collaboration and teamwork.

Our Employee Handbook details our commitment to treating all our employees with respect. Our Equal Opportunities policy acknowledges that discrimination is unacceptable and is designed to ensure that any breaches result in appropriate corrective action. We truly believe that working with a multinational team from diverse backgrounds offering different perspectives is the key to delivering innovative solutions to our clients. Our Personal Harassment policy deplores all forms of personal harassment and seek to ensure that the working environment is sympathetic to all our employees. At Pearson Ham Group, we strive to create an environment where collaboration and inquisitive thinking thrive, and we try to have fun whilst we do it.

We respect and value the diversity of our backgrounds, ideas, and experiences. We contribute to and sustain an inclusive work environment, fostering respect for one another and our clients. We do not discriminate against any employee or applicant based on race, colour, age, religion, sex, sexual orientation, gender identity, national origin, disability, marital status, pregnancy, or genetics. This commitment applies to all aspects of employment, including recruitment, hiring, evaluation, promotion, compensation, training, and termination.

All Pearson Ham Group employees are responsible for ensuring compliance with this policy. Furthermore, we will regularly monitor our human rights commitments to ensure that we are continuously promoting human rights within the communities in which we operate.