

# Our policy on human rights

We think it's only right that people are treated with dignity and respect. We all have a number of human rights. Here at StuRents we want to make sure that those rights are respected in our team, by our suppliers, partners, our customers and any other communities we interact with.

This is our Human rights policy. It is guided by various human rights principles in key UK legislation, including the Human Rights Act 1998, the Equality Act 2010, and the Modern Slavery Act 2015.

The policy applies to our whole business and we expect our suppliers, partners and customers to uphold the principles in this policy.

## Respect for human rights



We respect human rights and are committed to following human rights laws, and mitigating adverse human rights impacts before they occur, making sure our business prevents harm on anyone's rights. If risks arise, we take action to prevent and fix them.

## Valuing diversity



StuRents values the diversity of the people we work with and the unique contributions they bring. We are fully committed to equal opportunities and have zero tolerance for discrimination or harassment of any form. We are dedicated to maintaining our workplaces in being respectful and fair, free from discrimination based on race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion, or any other status protected by law. When it comes to hiring, training, promotion, and pay, we make decisions based on qualifications, performance, contribution, skills, and experience.

Regardless of personal characteristics or status, we do not tolerate disrespectful or inappropriate behaviour, unfair treatment, or victimisation of any kind, whether in the workplace or in work-related situations outside of it. Harassment of any kind is unacceptable in the workplace and in any work-related situation outside of it. These principles apply not just to our employees but also to business partners, suppliers and customers we work with.

## Safe and healthy Workplace



At StuRents we are dedicated to safe and healthy workplaces and comply with applicable health and safety laws and regulations. We are dedicated to maintaining a productive workplace by minimising the risk of accidents, injury and exposure to health risks. We are committed to engaging with our StuRents team to continue to improve health and safety in our places of work, including the identification of hazards and remediation of health and safety issues.

## Security at work



StuRents is committed to maintaining a workplace free from violence, harassment, intimidation, and other unsafe or disruptive conditions caused by internal or external threats. Safeguards for StuRents team members are provided as needed and will be upheld with respect for their privacy and dignity.

## Work hours, wages and benefits



At StuRents we compensate our team fairly and relative to the local labour market, operating in full compliance with applicable wage, work hours, overtime and benefits laws.

## Forced labour and human trafficking



StuRents does not allow any form of forced labour, including prison labour, indentured labour, bonded labour, military labour, slavery, or human trafficking in any capacity.

## Guidance and reporting for StuRents team



We create a workplace where open and honest communication is valued and respected. We are committed to complying with all applicable labour and employment laws.

Upholding human rights is a shared responsibility, and everyone is encouraged to speak up about any potential or actual breach of this policy. If you have questions about this policy you can always speak to your manager. If you would prefer to talk to someone else, support and guidance are available through any other manager or director of your choice. We are committed to listening to concerns, thoroughly investigating reports, and taking appropriate corrective action to address any violation.

