Human Rights Policy

Introduction

Mamo Building Services Ltd aims are to build trust in society. We seek to act in accordance with internationally recognised human rights and standards, including the International Bill of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights, making them integral to the way we operate. We're working to guard against being complicit in human rights violations and to uphold the human rights of our people and any other individuals that we're in contact with, either directly or indirectly.

Scope

Our Human Rights Policy applies to all staff and Partners. We also expect our suppliers to respect and adhere to this policy.

Principles

Mamo Building Services will:

- seek to avoid causing or contributing to adverse human rights impacts through our own activities and address such impacts, if they do occur, in a timely and appropriate manner.
- seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products, and services through our business relationships.
- provide for, or cooperate in their remediation through legitimate processes, if we identify that we have caused or contributed to adverse human rights impacts.
- continue to look for ways to support the promotion of human rights within our operations and our stakeholders

Policy

This sets out our position with respect to human rights and modern slavery and sits alongside our Health and Safety Policy, and our Anti-Slavery Policy

Our statements below draw upon the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work:

I. **Child Labour:** We will not use child labour and will comply with all relevant laws in this regard. We do, however, support legitimate workplace apprenticeships, internships and other similar programmes that comply with the applicable laws and regulations.
II. **Modern slavery**: We will not use forced, bonded or involuntary labour, and workers are not required to lodge 'deposits or identity papers with the firm and can leave after giving reasonable notice, with all wages owed to be paid. We have a zero-tolerance approach towards human trafficking.
III. **Health, Safety and Hygiene**: All employees will work in an environment that is both safe and healthy, in line with our UK Health and Safety Policy.
IV. **Discipline:** Mamo Building Services prohibits physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation. Disciplinary and grievance procedures are clearly documented and

communicated to all employees. All disciplinary measures of a serious nature are recorded and actioned.

V. **Freedom of Association and Employee Representation:** Mamo Building Services Ltd recognises that all its employees have the right to report any grievance or concern to us and we shall take appropriate measures to ensure their concerns are alleviated to the acceptance of both parties.

VI. **Working Hours:** We will ensure that working hours are reasonable and comply with the law and industry standards.

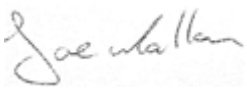
VII. **Equality of Treatment**: Mamo Building services is fully committed to eliminating discrimination in recruitment, training and working conditions, on grounds of race, colour, sex, age, religion, political opinion, national extraction, sexual orientation, disability, or social origin and to promoting equality of opportunity and treatment for all staff.

VIII. **Employment terms:** Mamo building Services will provide written and clear contracts which detail the terms and conditions of its staff employment. We will ensure that work performed by employees is based on recognised employment law and practice.

IX. **Remuneration:** Mamo Building Services, will, at a minimum, provide wages and benefits that meet national standards. We are an accredited Living Wage employer, which also extends to key suppliers working on our premises. We will provide employees with clear written information on their pay and conditions. The firm prohibits deductions on employees' wages as a disciplinary measure. Mamo Building Services Ltd is committed to equal pay and benefits for men and women for work of equal value.

X. **Where a human rights violation is identified,** we'll work with all parties involved to seek access to remedy, compensation, and justice for the victim. We'll also investigate the root cause so that we can take appropriate steps to prevent such a violation reoccurring.

XI. **Implementation.** We will review the policy on an annual basis with respect to its relevance and effectiveness and will make improvements as necessary. Our Human Rights Policy and our Modern Slavery Statement are freely accessible on request, to our staff and Clients, and to other interested parties.



Joseph Mallon

Managing Director 05/01/2026