

DIVERSITY, INCLUSION & HUMAN RIGHTS POLICY

We respect diversity and human rights in every area of our business and expect all employees to uphold these values.

INTRODUCTION

ARC:MC Limited ("the Company") is fully supportive of any policy which aims to enhance human rights and in turn support diversity both within our workplace and industry.

PRINCIPLES IN REGARD TO HUMAN RIGHTS, DIVERSITY & INCLUSIONS

We are committed to performing our business to the highest standard of ethics and in accordance with our values.

We are open and fair in all our dialogue and commit to communicate effectively and courteously with both employees and external parties.

We value the diversity of our workforce and do not discriminate on the basis of race, gender, age, disability, gender reassignment, marital status or civil partnership, pregnancy and maternity, religion and belief, or sexual orientation.

We respect all fundamental human rights and will be guided in the conduct of our business by the provisions of the United Nations Universal Declaration of Human Rights (UNUDHR), the International Labour Organisation's (ILO) core labour standards and national legislation.

We adhere to local minimum age laws and do not use or condone child labour in any circumstance.

We respect the right of our employees to freely participate in trade unions.

We comply with local living wages.

We shall continue to provide an inclusive workplace for all – respecting the perspectives and potential needs of all our employees.

We shall consult with all our team on a regular basis and encourage them to actively participate in providing us all with an honesty and supportive community.

We provide a safe and healthy workplace in compliance with health and safety laws. We are committed to regularly reviewing and updating our policy to comply with the best possible practise in all areas, including the identification of hazards and remediation of health and safety issues.

We consider our environmental impact at all times and are committed to preserving and protecting the places in which we operate.

SUPPLY CHAIN

ARC:MC Limited are providers of architectural, structural engineering and BIM services; we do not act as a producer, manufacturer or retailer of physical goods and have no supply chain in relation to such activities and as such our supply chain is limited. However, as part of our on-going quality assurance processes all suppliers and subcontractors we work are regularly audited to ensure their own compliance obligations are being met.

SUPPLIER ADHERENCE TO OUR VALUES

We have a zero tolerance to human rights abuses and we expect all those in our supply chain and our contractors to adhere to this and our wider values expressed above. It is our intention to implement and enforce, where possible, effective systems and controls to ensure that abuses of human rights are not taking place anywhere in our business or related supply chains.

TRAINING

To ensure proper understanding of human rights in the context of the Company's supply chain and our business, this statement will be communicated to all staff and the Company intends to provide training to its staff as appropriate.

LEGAL AND REGULATORY PURPOSE OF THIS STATEMENT

This statement is made with regard to the obligations arising under the United Nations Universal Declaration of Human Rights (UNUDHR), the International Labour Organisation's (ILO) core labour standards and national legislation. It comprises the human rights statement of ARC:MC Limited for the financial year ending 31st December 2021.

This statement has been approved by the organisation's directors who will review and update it annually.



Mat Bacon

Managing Director

02/01/2023