



HUMAN RIGHTS POLICY & STATEMENT

Felix O Hare & Co Ltd is committed to developing an organizational culture which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights and the Human Rights Act 1998.

Our commitment to the realisation of human rights is embedded in the Company philosophy. We treat all people fairly. Felix O Hare & Co Ltd, seeks to identify, assess and manage human rights impacts within our spheres of influence and activities, in line with the following policy aims:

Employees

To respect the human rights of our employees as established in the International Labour Organisation's (ILO) Fundamental Principles and Rights at Work, including non-discrimination, prohibition of child and enforced labour, and freedom of association and the right to engage in collective bargaining.

Human rights in the workplace

Our employees are the backbone of our commitment to human rights practice and performance.

Suppliers and Contractors

To establish and maintain appropriate procedures, to evaluate and select major suppliers and contractors based on Felix O' Hare & Co Limited human rights and social policies, and to monitor their performance where appropriate.

Local Communities

To respect the cultures, customs and value of the people in the communities in which we work.

To contribute, within the scope of our capabilities, to promote the fulfilment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

To seek to have open dialogue with clients' and participate in community benefit activities.

Society

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognised human rights.

To promote the realisation of environmental sustainability and development through our core business and through our participation in other activities, where appropriate and to uphold the highest standards in business ethics and integrity.

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Mark Campbell
Managing Director



FELIX O'HARE
& CO LTD