

Ragus®



Pure Sugars

SOURCING : MANUFACTURING : CONSULTING : DELIVERING

Our Business in Global Society

Human Rights Policy

2022

Our Business in Global Society

Ragus®



Ragus is a responsible business. Our commitment to corporate social responsibility (CSR) underpins our brand and is embedded in everything we do. It qualifies us to supply the most demanding customers in the industries we serve.

As the UK's leading independent importer and manufacturer of pure sugar products for industry, CSR runs through our health and safety; quality and talent management strategy, and employee behaviour; sustainability; supply chain management and customer service; risk management strategy, with zero tolerance of bribery and corruption and respect for human rights.



**Ragus Sugars
Manufacturing Ltd.
830 Yeovil Road
Berkshire SL1 4JG
England**



Ragus working together



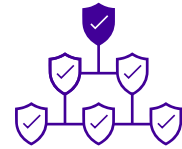
Human rights



Labour practices



Fair operating practices



Organisational governance

The purpose of this policy is for Ragus Sugars Manufacturing Ltd (the Company) to communicate to our employees, customers, suppliers, stakeholders and the communities we serve, the ethical and social values we respect and our commitment to uphold human rights by promoting our values.

We are dedicated to the adoption of internationally recognised human rights standards in all our operations.

What are human rights

Human rights are the universal rights that every human being is entitled to enjoy and to have protected. They are those rights that require us to treat others as we ourselves would want to be treated and which protect us as individuals and groups from abuse of power.

General principles

- *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 dialogue with all our stakeholders and commit to communicate effectively and courteously with external parties.*
- *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, the Labour Organisation's core labour standards and national legislation.*

Employee relations

- *All our employees shall conduct themselves in accordance with the highest ethical standards.*
- *We aim to ensure that no form of discrimination is practiced in any areas of our business including recruitment, compensation, training, termination or retirement based on race, colour, ethnic origin, gender, age, religious beliefs, disability, marital status, nationality, sexual orientation, gender reassignment or employment status.*
- *The basis for recruitment, placement, development, training, compensation and advancement in the company are qualifications, performance, skills and experience.*
- *We recognise our employee's rights to join trade unions.*
- *We are committed to ensuring our employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment and, accordingly, such actions are forbidden.*
- *In accordance with legislation, best practice and a prevailing knowledge of our industry we shall take reasonable steps to prevent accidents and injury to health arising out of, associated with or in the course of work, by minimising so far as is reasonably practicable the causes of hazards inherent in the working environment.*
- *We prohibit the use of all forms of forced labour including modern forms of slavery and any form of human trafficking.*
- *We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.*
- *We compensate employees competitively relative to the industry and local employment market. We work to ensure full compliance with applicable wage, working hours, overtime and benefit laws.*
- *All employees shall receive an appropriate level of training to enable them to perform their duties.*

Guidance and reporting for employees

- *We strive to create a workplace of open and honest communication in which all employees are valued and respected.*
- *Any employee who believes that a conflict arises between this policy and the laws, custom and practice of the workplace, or who has questions about this policy or would like to confidentially report a potential breach of this policy, should raise those questions and concerns with their line manager.*
- *No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy.*
- *The company will investigate, address and respond to the concerns of employees and will take appropriate corrective action in response to any breach.*

Social responsibility

Environment impact

- *Conserving and protecting the environment is a principle of high importance. We shall not engage in activities that have unacceptable risks and such risks shall be identified as early as possible with a view to facilitating timely and appropriate actions.*
- *We shall seek to avoid methods of operation which give rise to environmental risks where there are suitable alternatives available and shall endeavour, within our remit, to ensure our clients and supply chain strive for environmentally positive options whenever possible.*
- *We shall adopt systems which allow the impact of our work on the environment and communities to be evaluated and considered with a view to minimising any negative impact.*

Community relations

- *The Company recognises its impact on the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from, and taking into account their views as we conduct business.*
- *We believe that local issues are most appropriately addressed at the local level. We are committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.*

Communication

The Company undertakes to ensure that its Human Rights Policy and those policies which derive from it are communicated effectively to directors, management and its employees, effectively including but not limited to:

- *Policies and Procedures Manual,*
- *Induction process,*
- *Noticeboards,*
- *Employment Handbook, and*
- *Training courses aimed at ensuring acceptable levels of understanding at all levels, for example Toolbox Talks.*

Responsibilities

- *The Company expects its employees, managers and supply chain to maintain the highest standards in conformity with our principles.*
- *It is the responsibility of management to communicate the expected standards to our employees and ensure that they conduct themselves in an appropriate manner.*
- *Disciplinary action shall be enforced against any employee who is in breach of our human rights principles.*
- *This policy shall be reviewed on a biennial basis and as and when necessary to reflect changes in relevant legislation.*

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