



Modern Slavery Policy

Standards

Merson Signs Limited's aspiration is that it maintains effective processes and procedures that ensures all staff are treated fairly and equally and also our supply base meets the core international ethical standards set out below. The standards are based upon the United Nations Universal Declaration of Human Rights - "a common standard of achievement for all peoples and all nations" - and the International Labour Organisation Conventions.

Employment is freely chosen

- There is no forced, bonded or involuntary prison labour.
- Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.
- The company and its subcontractors comply with all appropriate legislation including the Modern Slavery Act 2015

Freedom of association and the right to collective bargaining are respected

- Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

Working conditions are safe and hygienic

- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- Responsibility for health and safety shall be assigned to Senior Management

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Child labour shall not be used

- There shall be no recruitment of child labour.
- Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- These policies and procedures shall conform to the provisions of the relevant ILO standards.

Living wages are paid

- Wages and benefits paid for a standard working week meet national legal standards.
- All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- Deductions from wages shall not be permitted unless provided for by national law or without the expressed permission of the worker concerned.

Working hours are not excessive

- Working hours must comply with national laws.
- Working hours, excluding overtime, shall be defined by contract.
- All overtime shall be voluntary and used responsibly.

No discrimination is practiced

- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement.

Regular employment is provided

- To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided.

No harsh or inhumane treatment is allowed

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited

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Ensuring Suppliers Equality & Diversity

Merson recognizes that by promoting the principles of equality and diversity we will ensure that the skills and resources of employees are utilized in full. Merson is therefore committed to achieving and maintaining a workforce, which broadly reflects the local communities in which we operate, and to creating a working environment that combats prejudice, stereotyping, harassment and promotes dignity and respect for the individual.

Merson understands the importance of ensuring that these principles are applied to the way in which Merson engages and works with suppliers and that this behavior is extended through the Supply Chain. Merson sets expectations in the way in which suppliers shall behave and the way in which Merson shall engage suppliers

Professional Code of Behavior

All Merson employees shall maintain the highest possible standard of integrity in all their business relationships and reject any business practice, which might reasonably be deemed improper, and never use their authority for personal gain.

All employees will ensure they optimise the use of resources to provide the maximum benefit to the company and respect both with the letter and the spirit of contractual obligations.

Environmental Sustainability

Merson recognizes its responsibility to carry out its procurement activities in an environmentally responsible manner and we will strive to consider and incorporate environmental considerations into our product and service selection process.

We recognize that it is our responsibility to encourage our Suppliers to minimize any negative environmental impacts that may be associated with services and the use of products supplied.

Signed

A handwritten signature in black ink, appearing to read 'Roddy Angus', written over a horizontal line.

Roddy Angus Director

Feb 2022

Date

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