

## Human Rights Policy



### Together

We are **Clemark Group**,

Registered in England & Wales under **Associate Enterprises Limited** and including all wholly owned subsidiaries. We also trade as Assent, Lorators, Clemark.

Our integrated management system covers the provision of consultancy, auditing, training, creative, technology and other professional services delivered in-person and remotely to ensuring the quality of products/services and the security of all information.

## Introduction

Associate Enterprises Limited treats the implementation of suitable, current and acceptable human rights policies with diligence and sensitivity.

As an organisation we aim to ensure all stakeholders directly or indirectly related to our supply chain, including employees and freelance contractors, align with our values and we provide this document for any interested parties on our Human Rights Policy.

## Human Rights

**Assent thrives on the belief that every Human being will be treated fairly, without discrimination and able to express ideas, beliefs and views feeling safe and free from fear.**

### Assent's commitment

Adhering to the UNs guiding principles on business and human rights and the international labour organisation (ILO) on the conventions of all interaction regarding these principles are outlined below in this policy document.

We aim to respect and follow these principles in all areas of operations both in domestic and global affairs, when interacting with clients, Suppliers and other interested parties.

### What to expect from Assent

#### **Protecting the rights of Children,**

We ensure that no forms of illegal child labour are used in any way, shape or form within our operations.

#### **Modern Slavery Act, 2015,**

We work to ensure the correct protective use of the UK Modern Slavery Act is put in place to make sure no slavery or abuses of labour is present with all associations directly and indirectly within our sphere of influence, and we work to ensure Human Trafficking is not present in our operations or that of any associated organisations.

#### **Preventing bribery and corruption,**

Our anti-bribery policy ensures there are no forms of bribery and or corruption present within the workforce or operations of the organisation.

#### **Freedom to join traders' union**

All employees are free and able to join any participating and active trade Union.

#### **Working Hours**

All employees are allocated to reasonable working hours with flexible adjustments as-and-when appropriate, including remote-working and parental leave allowance.

#### **Equality and Diversity.**

It is the effort of all people directly, or indirectly, associated with the organisation to give equal judgments and fair treatment for all others, and we prioritise an equal and diverse workforce.

We maintain an Inclusion, Diversity, Equity, and Accessibility Policy, and all staff have access to external, independent, and confidential support services (as detailed in our Staff Handbook).

### **Remuneration**

We committed to paying an equal and fair wage to all staff in accordance with the living wage foundation's recommendations.

### **What Assent expects in return**

#### **Speak up to Stand up**

If you are concerned about any of the following guidelines and policies or feel a breach has occurred, it is highly recommended you raise concerns to the appropriate manager(s) within the organisation who will take action on any concerns and escalate it further as appropriate.

If you are reporting from outside the organisation, please raise a ticket via our help desk: <https://assentuk.freshdesk.com/support/tickets/new>