

# UK Rack Inspections

## 2024 Policy Documents

Written by Ian Sandall

Date: 4<sup>th</sup> December 2023



# Contents

section 1 Company Policy .....	2
section 2 Privacy Policy .....	3
section 3 Human Rights Policy .....	4
section 4 Equal Opportunities Policy .....	4
section 5 Slavery Policy .....	5
section 6 Anti Bribery Policy .....	6
section 7 Climate Change Policy .....	6

## section 1 Company Policy

At UK Rack Inspection, achieving excellence as a norm service is our goal. We will strive to ensure every employee returns home safely each day as we drive incidents to zero.

We believe that every employee is entitled to a safe and healthy work environment, that all injuries are preventable, and that we can achieve zero incidents by delivering excellence – continuously improving our safety programs, processes, and culture through collaboration with our employees and clients.

The UK Rack Inspection management team has the responsibility to ensure that every employee has the appropriate skills, training, and tools to perform their jobs safely and effectively.

In turn, every employee assumes personal responsibility to “Do the Right Thing” to ensure their own safety and the safety of those around them. We pride ourselves on a “You See It, You Own It” mentality and a culture of empowerment. Employees are empowered to ask questions in the interest of safety and to validate and verify conditions are safe prior to starting work.

Anyone has the authority to stop unsafe work immediately without fear of retribution. Together, we are committed to protecting people, property, the environment, and the communities in which we work.

## section 2 Privacy Policy

At UK Rack Inspection, your privacy is vitally important to us. We guarantee to respect your privacy regarding any information we receive from you and your customers.

We only retain collected information for as long as necessary to provide you with your requested service. What data we store, we’ll protect within commercially acceptable means to prevent loss and theft, as well as unauthorised access, disclosure, copying, use or modification.

We don’t share any information publicly or with third parties, except when required to by law.

You are free to refuse information, with the understanding that we may be unable to provide you with some of your desired services.

## section 3 Human Rights Policy

UK Rack Inspection is committed to developing an organisational culture which implements a policy of support for internationally recognised human rights and seeks to avoid complicity in human rights abuses.

We support the principles contained within the Universal declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Core conventions on labour Standards. abb.

UK Rack Inspection respect international human rights principles aimed at promoting and protecting human rights, including the United Nations Declaration of Human Rights and the International labour Organisation's declaration on Fundamental Principles and rights at Work. UK Rack Inspection Ltd commits to support human rights.

## section 4 Equal Opportunities Policy

UK Rack Inspection is dedicated to ensuring that all personnel and potential applicants are given the same opportunities whatever their gender, age, creed, or nationality.

Any employee that feels they have been discriminated against must state clearly to any of the management team.

Where it has been found that a member has been discriminated against, whether it be job opportunities or preferential treatment relating to the above then disciplinary proceedings will be implemented.

Both employees and applicants have the right to refer their case to an industrial tribunal.

## section 5 Slavery Policy

UK Rack Inspection Ltd recognises that slavery and human trafficking remains a blight on our global society.

The aim of the Company is to identify our responsibility by alerting all member to the risks, in our business and in the wider supply chain.

All members of UK Rack Inspection are encouraged to report concerns to management, where they are expected to act upon them.

We are committed to ensuring that there is no modern-day slavery or human trafficking in any part of our business or associated partners.

Our Anti-slavery Policy Statement reflects our commitment to acting ethically, with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (But not limited to):

- ✓ Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work.
- ✓ We encourage the reporting of concerns and the protection of whistle blowers.
- ✓ The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- ✓ We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff.
- ✓ All Directors have been briefed on the subject. We will measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.
- ✓ Use of labour monitoring and payroll systems.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our Company's slavery and human trafficking statement. This policy applies to all those employed and associated by UK Rack Inspection.

## section 6 Anti Bribery Policy

At UK Rack Inspection we are committed to doing the right thing, the right way.

Our Code of Ethics and Behaviour outlines the standards and behaviours that UK Rack Inspection Ltd upholds as a Company, to ensure that the highest standards of honesty and integrity are maintained. This is more important than ever because strict new rules brought in by the Bribery Act.

We operate a zero-tolerance approach to the making or receiving of bribes or corrupt payments, in any form. This type of conduct is absolutely prohibited whether committed by employees or anyone else acting on the Company's behalf.

This policy sets out what is and is not acceptable in general terms, but if you are in any doubt as to whether any conduct could amount to bribery, the matter should be referred to the management team. It is essential that you read and comply with this policy.

## section 7 Climate Change Policy

We whole heartedly support international and national actions to address the challenges presented by climate change, including economic incentives for researching, developing and deploying low carbon and renewable-energy technologies.

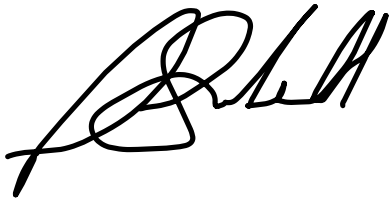
In addition to adding our voice to call for action, our company is taking its own steps to proactively reduce energy and water demand, and greenhouse gas (GHG) emissions from our operations.

We recognise that we have an important role to play in identifying and responding to the public health risks associated with climate change.

UK Rack Inspection vehicles have low Co2 emissions,

All our personnel have a duty and are encouraged to help reduce energy, water and greenhouse gases this can be achieved by switching lights, computers etc. off when not in use r required, routes planned to be both economic and practical thus helping to reduce our carbon footprint.

We all at UK Rack Inspections understand and take our duties seriously, we are committed to all the policies outlined above, will continue to review, and amend these policies on a frequent basis to stay in line with government and world requirements.



Ian Sandall

Owner