

DP MEDICAL SYSTEMS HUMAN RIGHTS POLICY

1 INTRODUCTION

- 1.1 The organisation is committed to respecting and upholding human rights in all aspects of its operations. This policy sets out our commitment to conducting business in a manner that respects the dignity, rights and freedoms of all individuals. It sits alongside the organisation's Modern Slavery Policy and annual Modern Slavery Statement. Together, these documents set out our principles, practical controls, reporting mechanisms, and actions taken to prevent modern slavery and human rights abuses within our operations and supply chain.
- 1.2 This policy applies to all employees, workers, contractors, agency staff and any other individuals working on behalf of the organisation.

2 POLICY STATEMENT

- 2.1 We are committed to operating in accordance with internationally recognised human rights principles, including those set out in the Universal Declaration of Human Rights, the International Labour Organisation's core conventions and the UN Guiding Principles on Business and Human Rights.
- 2.2 We respect the rights of all individuals and do not tolerate any form of discrimination, harassment, forced labour, child labour or any other practice that violates fundamental human rights.
- 2.3 We recognise that modern slavery and human trafficking can present in various forms, including forced or bonded labour, debt bondage, withholding of identity documents, restriction of movement, excessive recruitment fees, exploitation of migrant workers, and unsafe or inhumane working conditions. These indicators are detailed further in our Modern Slavery Policy.

3 RESPONSIBILITY FOR THE POLICY

- 3.1 The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- 3.2 Senior management is responsible for ensuring this policy is implemented effectively throughout the organisation.
- 3.3 Line managers are responsible for promoting awareness of this policy and ensuring compliance within their teams.
- 3.4 All employees are expected to act in accordance with this policy and to report any concerns.

4 SCOPE

- 4.1 This policy covers our treatment of employees and workers, our relationships with suppliers and business partners, our interactions with customers and communities and our approach to environmental and social responsibility.

5 OUR COMMITMENTS

- 5.1 We are committed to providing a safe, healthy and fair working environment free from discrimination, harassment and victimisation.
- 5.2 We ensure that all employment is freely chosen and that no forced, bonded or compulsory labour is used.
- 5.3 We do not employ children and comply fully with all applicable laws regarding minimum working age.
- 5.4 We respect the right of employees to freedom of association and collective bargaining in accordance with local laws.
- 5.5 We pay fair wages that meet or exceed legal minimum requirements and provide benefits in accordance with applicable legislation.
- 5.6 We maintain reasonable working hours in compliance with applicable laws and industry standards.
- 5.7 We treat all employees with dignity and respect and do not tolerate any form of physical, verbal, sexual or psychological harassment, abuse or intimidation.
- 5.8 We provide appropriate training and awareness to relevant employees, particularly those involved in procurement, supplier management, and recruitment, to help identify and respond to human rights and modern slavery risks. Training content and frequency are reviewed periodically to reflect changes in legislation and risk profile.

6 SUPPLY CHAIN

- 6.1 We expect our suppliers, contractors and business partners to share our commitment to human rights and to comply with all applicable laws and regulations.
- 6.2 We conduct appropriate due diligence to identify and address human rights risks within our supply chain. Where concerns are identified, we work with our partners to address them and may terminate relationships where serious or persistent violations occur.
- 6.3 This includes [risk-based supplier assessment](#), contractual expectations, and proportionate monitoring where higher-risk activities or regions are identified.

7 REPORTING CONCERNS

- 7.1 Any employee who becomes aware of a potential human rights violation should raise this with a line manager, senior management, HR, or via the organisations [Modern Slavery and Human Rights Reporting Form](#). Reports may be made anonymously. All reports will be treated confidentially and investigated promptly.
- 7.2 We do not tolerate retaliation against anyone who raises a concern in good faith.
- 7.3 Where concerns indicate serious risk, safeguarding issues or potential criminal activity, the organisation will escalate matters appropriately, including to external authorities where legally required.

8 MONITORING AND REVIEW

- 8.1 This policy will be reviewed periodically to ensure it remains effective and reflects current legislation and best practice. We are committed to continuous improvement in our human rights performance.
- 8.2 The outcomes of this review inform the organisation's annual Modern Slavery Statement.

9 BREACHES OF THIS POLICY

- 9.1 Any employee who breaches this policy may face disciplinary action, which could result in dismissal for gross misconduct.
- 9.2 We may terminate our relationship with individuals and organisations working on our behalf if they breach this policy.

10 REVIEW

- 10.1 This policy is reviewed annually by the Board of Directors, or more frequently if required due to changes in legislation, our business operations, or following any incidents. The effectiveness of our approach is assessed as part of this review.

This Human Rights Policy was approved by the Board on 21/01/2026.



Managing Director, Owen Pemberton
DP Medical Systems Ltd

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Rev.1

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