

# Human Rights

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Espada's approach to working life based on equality, respect, safety and human dignity.

## 1. Purpose

This policy states that Espada Construction upholds a working order that respects human rights. The aim is to protect and improve a fair, safe and inclusive environment.

## 2. Scope

The scope includes Espada employees, site and office settings, and work relationships Espada directly influences. We expect the same care from suppliers and subcontractors.

## 3. Principles

- Forced labour, bonded labour and child labour are not accepted.
- There is no discrimination; equal opportunity is upheld.
- Zero tolerance applies to all forms of harassment, bullying and violence.
- Fair working conditions and lawful working hours are the baseline.
- Health and safety are inseparable from human dignity.
- We aim for an environment where people can raise their views safely.
- A fair and consistent approach is adopted for pay and benefits.

## 4. Application

Suspected breaches are reported through appropriate internal channels. Espada treats reports seriously and protects good-faith reporting. Improvement is a continuing responsibility.

When a human-rights risk is seen in the supply chain, the relationship is reviewed and may be ended where necessary.

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Espada Construction — This policy guides how we work with people, partners and projects. It is reviewed as our practice evolves.