HUMAN RIGHTS POLICY

Introduction

The purpose of the Jones Bros Ruthin (Civil Engineering) Co Ltd Human Rights Policy is to communicate to our employees, customers, suppliers and the communities we serve the ethical and social values we respect and our commitment to uphold human rights by promoting our values of Innovation, Excellence, Integrity, Collaboration and Discipline. Through these principles, we aim to be an aspiring business for people to join and be associated with.

Jones Bros Ruthin (Civil Engineering) Co Ltd is a large contractor within the UK market. We are dedicated to the adoption of internationally recognise human rights standards in all our operational areas. The international sources of law upon which our human rights standards are based, aim to ensure a consistent adoption of our principles throughout our company.

Human Rights are the universal rights that every human is entitled to enjoy and to have protected. They are most appropriately defined as those rights that require us to treat others as we ourselves would want to be treated and which protect us as individuals and groups from abuses of power.

General Principles

- We are committed to performing our business to the highest standard of ethics and in accordance with our values
- We are open and fair in dialogue with all our stakeholders and commit to communicate effectively and courteously with external parties
- We respect all fundamental Human Rights and will be guided in the conduct of our business by the provisions of the United Nations Universal Declaration of Human Rights (UNUDHR), the International Labour Organisation's (ILO) core labour standards and National Legislation.

Employee Relations

- All our employees shall conduct themselves in accordance with the highest ethical standards
- We aim to ensure that no form of discrimination is practiced in any area of our business including, recruitment, compensation, promotion, training, termination or retirement based on race, colour, ethnic origin, gender, age, religious beliefs, disability, marital status, social class, nationality, sexual orientation, gender reassignment or employment status
- We recognise our employees' rights to join trade unions
- We are committed to ensuring that our employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment and accordingly such actions are forbidden
- In accordance with legislation, best practice and a prevailing knowledge of our industry we shall take all reasonable steps to prevent accidents and injury to health arising out of, associated with or in the course of work, by minimising so far as is reasonably practicable the causes of hazards inherent in the working environment
- All employees shall receive an appropriate level of training to enable them to perform their duties.

Environmental Impact

- Conserving and protecting the environment is a principle of high importance. We shall not engage in activities that have unacceptable risks and such risks shall be identified as early as possible with a view to facilitating timely and appropriate actions
- We shall seek to avoid methods of operation which give rise to environmental risks where there are suitable alternatives available and shall endeavour, within our remit, to ensure our clients and supply chain strive for environmentally positive options whenever possible
- We shall adopt systems which allow the impact of our work on the environment and communities to be evaluated and considered with a view to minimising any negative impact.

Document: **JB-POLICY-024**	**HUMAN RIGHTS POLICY**

Community Relations

Jones Bros Ruthin (Civil Engineering) Co Ltd recognises its impact on the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business.

We believe that local issues are most appropriately addressed at the local level. We are committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

Communication

Jones Bros Ruthin (Civil Engineering) Co Ltd undertakes to ensure that its Human Rights Policy and those policies which derive from it are communicated effectively to Directors, Management and its Employees effectively including but not limited to:

- Directors Policies and Procedures Manual, Site Start Up Packs, Induction Packs and days, Notice Boards, Company Intranet, Employee Handbooks and a program of Training courses aimed at ensuring acceptable levels of understanding within management.

Responsibilities

Jones Bros Ruthin (Civil Engineering) Co Ltd expects its employees, managers and supply chain to maintain the highest standards in conformity with our principles.

It is management's responsibility to communicate the expected standards to our employees and ensure that they conduct themselves in an appropriate manner. Disciplinary sanctions shall be enforced against any employee who is in breach of our Human Rights principles.

Review

This policy shall be reviewed on an annual basis and as and when necessary to reflect changes in relevant legislation.



Hefin Lloyd-Davies
Director
November 2025