



## Human Rights Statement

At Brim Chargers Ltd, we are dedicated to upholding and promoting human rights across all facets of our operations. We acknowledge that honouring human rights is not only a moral obligation but also fundamental to maintaining a sustainable and ethical business.

### Our commitment to human rights is guided by the following principles:

**Respect for Human Dignity:** We uphold the inherent dignity and value of every individual. We are committed to treating all employees, customers, suppliers, and stakeholders with respect and equity.

**Non-Discrimination:** We unequivocally reject all forms of discrimination, including those based on race, ethnicity, gender, age, religion, disability, sexual orientation, or any other protected characteristic. We strive to foster an inclusive and diverse workplace where everyone is valued and treated fairly.

**Labour Rights:** We uphold the rights of workers as outlined in international labour standards. This includes ensuring fair wages, safe working conditions, freedom of association, and the right to collective bargaining. We are dedicated to providing a healthy and safe working environment for all employees, adhering to relevant labour laws and regulations.

**Supply Chain Responsibility:** We are committed to promoting human rights throughout our supply chain. We expect our suppliers and business partners to uphold the same ethical standards. Through diligent assessment, we identify and address human rights risks in our supply chain, collaborating with suppliers to enhance labour practices and working conditions.

**Community Engagement:** We engage with the communities where we operate to understand their needs and concerns. We strive to make positive contributions to social development and respect the rights of indigenous peoples, local communities, and other stakeholders. We aim to be a responsible corporate citizen.

**Accountability and Transparency:** We value transparency and accountability in our human rights endeavours. We regularly evaluate our human rights performance, identify areas for improvement,

and provide transparent reports on our progress. We encourage open dialogue with stakeholders and welcome feedback on our human rights policies and practices.

By adhering to these principles, Brim Chargers Ltd reaffirms its dedication to respecting and advancing human rights across all aspects of our business.



---

Toby Massey

Technical Director

10/04/24

---

Date of signature