



## Workplace Rights Policy

Acorn Waste Management Ltd will uphold fundamental human rights in everything we do. We are committed to taking steps to identify and prevent interference with fundamental rights and provide for the respectful exercise of those rights by all persons, consistent with the safe, effective and efficient performance of work.

Consistent with the foregoing, all persons employed by us, shall be extended the following workplace rights, without distinction of any kind, such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth, or other status.

### Workplace Rights:

1. Everyone shall have the right to freedom of association with others, including the right to form and join trade unions. No one may be compelled to belong to an association, either directly or indirectly through the compulsory financial support of such association.
2. Everyone shall have the right to freedom of expression. This right shall include freedom to seek, receive and impart information and ideas of all kinds, either orally or in writing, or through any other media of their choice, and the freedom to hold opinions without interference.
3. Where necessary we will ensure that (1) employees have the information necessary to make a fully informed choice on the important issue of representation and (2) that no party will unlawfully prevent the dissemination or expression of any views on representation.
4. Everyone shall have the right to protection against interference with their privacy, family, home or correspondence, or attacks on their reputation, and no one shall be subjected to such interference or attack.
5. Everyone shall have the right to their property. No one shall be deprived of their property, or the right to exercise control of their property, whether real, tangible, or intangible.

Responsibilities: The exercise of the rights provided for in this Policy carries with it special duties and responsibilities by those claiming such rights for themselves or on behalf of others. Therefore, the exercise of these rights may therefore be subject to the following parameters:

Recognizing that the workplace is for work, these rights must be exercised in a manner that does not interfere with the safe and efficient performance of work by those persons on working time.

Acorn Waste Management will not tolerate conduct by any person or organization that seeks to intimidate, harass, or coerce employees in the exercise of these rights.

Signed

Bridget Ferrington  
Managing Director  
4<sup>th</sup> January 2024