

Human Rights Policy

Purpose

The purpose of this Human Rights Policy (hereinafter “the Policy”) is to state the commitment and responsibilities of J&B Recycling Limited (J&B), which is part of the Urbaser Group, in relation to human rights, especially those that affect its business activities and the operations carried out by the workers of J&B, both managers and employees.

J&B promotes respect for human rights in all its labour relations and the adherence of its contractors, suppliers, and partners to the same principles.

J&B is committed to respecting the human rights recognised in the Declaration of Fundamental Principles and Rights at Work and Conventions of the International Labour Organisation, the United Nations Universal Declaration of Human Rights, and the Principles of the United Nations Global Compact.

J&B ensures proper risk management from a preventive approach, minimising negative impacts and maximising positive impacts.

Scope of application

This Policy is applicable to all employees and managers of J&B. It is the responsibility of all employees to act professionally and protect the Company’s reputation.

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J&B rejects any form of abuse or violation of human rights among its employees, suppliers, contractors, collaborators, and partners, and is committed to upholding the fulfilment and protection of these rights in all its activities.

J&B assumes and undertakes to promote the following principles that will be applied in all business areas and levels of the Company:

Respect for equality and non-discrimination: J&B rejects all forms of discrimination and is committed to ensuring that all its employees are treated with respect for their diversity, promoting equal opportunities, whether at the beginning of the employment relationship or at any time during its development. The Company supervises compliance with its Equality Plans, which regulate equality and diversity management practices within the Company.

Rejection of forced and child labour: J&B rejects any form of forced or compulsory labour, as well as any conduct involving moral or psychological harassment that may go against people’s rights, as defined in ILO Convention 29. J&B respects the rights of children and rejects the use of child labour as defined in UK legislation and, in any case, respects the minimum age established in the ILO Convention 138. Without prejudice to the foregoing, J&B does not allow the hiring of workers under fifteen years of age. In particular, the minimum age of 18 years shall be respected for those works considered as hazardous.

Fair working conditions: J&B respects and recognises the right of workers to maintain a dignified, safe, and healthy working environment, rejecting all forms of harassment whether verbal, physical, sexual, or psychological threats or intimidation in the workplace.

J&B takes into consideration the principle of fair payment for work and respects the principle of equal pay for men and women for work of equal value. The minimum remuneration received by J&B employees shall not be less than the National Living Wage.

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Freedom of association and collective bargaining: J&B respects the right of its employees to form or join organisations or trade unions of their choice. It also recognises the right of workers to be represented by trade unions and other forms of elected representation in accordance with UK laws and practices in force. The Company recognises the value of collective bargaining as an instrument for determining the contractual conditions of its employees.

Health and safety: J&B provides the resources and conditions necessary to foster a culture of safety and health among employees and the customers it serves, as well as contractors.

The Company supervises compliance with, and proper communication of the requirements and practices described in Urbaser’s Corporate Quality, Health and Safety, Environment and Energy Policy and the documents and standards associated with it, as these regulate health and safety practices and service quality in the Urbaser group of companies, respecting at all times the labour laws of the UK and international legal tools.

Training

J&B will promote due training for all Company personnel, in accordance with their level of exposure to risk, so that they are aware of their ethical principles and duties derived from the Urbaser Code of Conduct and this Policy.

Doubts, communications, or complaints

Any employee who has doubts or well-founded suspicions of non-compliance with the provisions of this Policy, the Urbaser Code of Conduct, or any related procedure, as well as doubts about the application of this Policy, should contact the corresponding Regulatory Compliance Body through the Internal Communication and Complaints Channel or, failing that, through the contact us form provided on the J&B website www.jbrecycling.co.uk.

The internal channels of Communication and Complaints are both a means of reporting non-compliance with the rules contained in this Policy and a means of resolving any doubts that may arise from the application of the same.

Non-compliance

Failure to comply with the provisions of this Policy and applicable law may result in serious consequences for the Company, its employees, and officers.

This Policy is a mandatory rule, and therefore its violation will constitute a breach and the Company will adopt the appropriate disciplinary measures, in accordance with labour legislation and the Penalty Procedure contained in the applicable Collective Bargaining Agreement, if applicable, without prejudice to any other responsibilities that the offender may have incurred. Likewise, J&B will reserve the right to adopt the measures it considers appropriate against the business partners who do not comply with it.

Review and updating

The HR Manager shall periodically review the content of this Code of Conduct, ensuring that it reflects the best practices in force at any given time, and shall propose to the Board of Directors the modifications and updates that contribute to its development and continuous improvement

Signed:  Position: Managing Director

Date: 25th January 2022

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