

Creative Consultants Group (CCG) Labour and Human Rights Policy

Introduction

At CCG, we commit to upholding the highest standards of labour and human rights in every aspect of our operations. This policy sets forth our dedication to respect, protect, and enhance human rights and fair labour practices for all our employees, suppliers, and business partners. Breach of this policy may lead to disciplinary action.

Status of this Policy

This policy applies to all employees of CCG, as well as contractors, suppliers, and partners involved in our operations. While it does not form part of any employment contract, adherence to this policy is expected as part of our corporate responsibility and ethical standards.

Our Commitment

CCG dedicates itself to:

- Upholding and promoting human rights as recognised in the United Nations Universal Declaration of Human Rights and corresponding international frameworks.
- Providing fair and equitable labour practices throughout our operations and supply chain.
- Safeguarding the rights of individuals involved with or affected by our business activities.
- Continually enhancing our approaches to advance the standards of labour and human rights.

Implementation

CCG will implement our labour and human rights objectives through the following actions:

Fair Labour Practices

- Ensure all employees receive fair wages and work under conditions that comply with applicable laws and industry standards.
- Support non-discrimination and equal opportunity across all employment practices with respect to all protected characteristics under the Equality Act 2010.

Safe and Healthy Work Environment

- Maintain stringent health and safety standards to ensure a secure workplace for everyone.
- Develop and enforce policies that eliminate workplace harassment and violence.

Supply Chain Standards

- Obligate all suppliers and partners to comply with our labour and human rights criteria through a detailed Supplier Code of Conduct.
- Perform systematic assessments and audits to monitor supplier adherence to our standards.

Freedom of Association

- Respect the right of our employees to organise and negotiate collectively, free from retaliation or discrimination.

Child and Forced Labour Prevention

- Strictly prohibit any form of child labour or forced labour in our operations and across our supply chain, ensuring commitment with the UK Modern Slavery Act 2015.

Monitoring and Reporting

- Regularly track and report on our progress in achieving labour and human rights goals.
- Establish and maintain avenues for reporting and addressing grievances related to human rights and labour issues.

Employee Involvement

We encourage all employees to engage actively in maintaining and promoting our labour and human rights standards. For any concerns or suggestions, please contact HR department.

Monitoring and Review

CCG will consistently evaluate the effectiveness of this policy and make necessary amendments. We will review this policy annually to ensure its continued relevance and efficacy in fulfilling our commitments to labour and human rights.

Variation

CCG reserves the right to update this policy in line with new laws, best practices, or organisational changes.

What if I have questions?

For any questions or additional information regarding this policy, please reach out to HR department.