

HUMAN RIGHTS POLICY

I orea te tuafara ka patu ki waho

(A problem is solved by continuing to find solutions)

SCG recognises that providing a safe and healthy workplace & protection of the environment, while delivering quality products and services, is imperative to its sustainability.

Our Values

MANAAKITANGA - PEOPLE MATTER

We honour the principles of Te Tiriti and acknowledge the tangata whenua of Otahuhu, Mutukaroa and Maungarei which surround us.

We respect the mana of all our stakeholders. We will always take the extra step to serve our clients, our suppliers, and our community.

We encourage cultural and individual diversity and actively work towards a safe and inclusive work culture.

Having the best plant in the world is nothing without the team who run them. Our team is full of artists and craftspeople creating and bringing amazing ideas to life.

Our Commitment

Soar Communications Group is committed to upholding the highest standards of human rights in all our operations and business relationships. Our policy is guided by the principles set forth by the International Labour Organization (ILO) and other international human rights frameworks.

This over-arching policy statement is supported by other detailed policies;

Recruitment Policy

[Ethical Trade and Modern Slavery](#)

[Anti-Harassment, Bullying and Discrimination Policy](#)

[Quality, Health, Safety and Environment policy](#)

Scope

This policy applies to all employees, contractors, suppliers, and business partners of SCG.

Principles

- **Elimination of Forced or Compulsory Labour**
 - We prohibit all forms of forced, bonded, or compulsory labour.
- **Abolition of Child Labour**
 - We do not employ any person below the age of 15 years. We are committed to the abolition of child labour in all its forms throughout our supply chain.
- **Elimination of Discrimination in Respect of Employment and Occupation**
 - We are committed to providing equal opportunities and eliminating discrimination in all aspects of employment.
- **Safe and Healthy Working Conditions**
 - We ensure a safe and healthy working environment for all employees.
- **Fair Wages and Benefits**
 - We provide fair wages and benefits that meet or exceed legal standards.
- **Freedom of Association and the Right to Collective Bargaining**
 - We respect the right of all employees to form and join trade unions and to bargain collectively.

Implementation

- **Training and Awareness**
 - We provide regular training to employees on human rights and labour standards.
- **Monitoring and Reporting**
 - We regularly monitor compliance with this policy and report on our progress.
- **Grievance Mechanism**
 - We have established a grievance mechanism for employees to report any violations of this policy.

Review and Updates

This policy will be reviewed annually and updated as necessary to ensure its continued relevance and effectiveness.

Conclusion

SCG is dedicated to promoting and protecting human rights in all our business activities. We believe that respecting human rights is essential to our success and the well-being of our employees and communities.

The image shows two handwritten signatures in black ink. The signature on the left is 'Fred Soar' and the signature on the right is 'David Atkins'.

Fred Soar & David Atkins
Joint Managing Directors - Soar Communication Group Ltd