



Human Rights Policy

This statement is made on behalf of Triage (Beyond Zero) Limited (“**Beyond Zero**”) pursuant to section 54(1) of the Modern Slavery Act 2015.

The Company is incorporated in England and Wales with registered number 15500321 whose registered office is at Sportsman Farm, St Michaels, Tenterden, Ashford, Kent, TN30 6SY.

Beyond Zero supports fundamental principles of human rights throughout our business and in each region of the world in which we operate. Our respect for the protection and preservation of human rights is guided by the principles set forth in the United Nations Universal Declaration of Human Rights.

Beyond Zero’s commitment to human rights is embedded in the culture and values that define our company and is reflected in our policies and actions toward our employees, contractors, clients, candidates, and communities. We focus our human rights efforts on areas most relevant to our business and operations in terms of potential human rights impacts.

We are dedicated to providing our personnel with a respectful, safe, and ethical workplace. We comply with local laws concerning employment and individuals’ rights in every country in which we operate. We strictly prohibit unlawful discrimination and/or harassment of any kind. This includes, but is not limited to, discrimination or harassment based on sex, gender, gender-identity, gender expression, race, religious creed, colour, national origin, age, sexual orientation, medical condition, ancestry, physical and/or mental disability, marital status, genetic information, and any other characteristic protected by law.

Building and sustaining a diverse and inclusive culture for employees at Beyond Zero is another important way in which human rights are respected at our company. We also invest in programs to train, engage, and energise our employees, and we support and reward their career development.

In our workplaces, in our dealings with clients, business partners, and suppliers, we support:

- The elimination of discriminatory practices with respect to all aspects of employment,
- The abolition of child labour,
- The elimination of all forms of forced, bonded, and compulsory labour’
- The right to a fair and living wage, and
- The avoidance of complicity in the adverse human rights impacts caused by others.

Beyond Zero provides our people, clients, and others outside of the organisation with a means to report any concerns, including those related to human rights. Retaliation for raising such concerns in good faith is prohibited.

We are dedicated to being an outstanding corporate citizen and strive to uphold human rights in all our business activities.