

martin & hamilton(m&h) is a construction company operating within Northern Ireland(NI). We are dedicated to the adoption of recognised human rights standards in all our operations to ensure adherence to the ethical & social values that form an important part of our organisational values.

This policy statement outlines martin & hamilton's commitment and approach to Human Rights and explains our key principles and how we abide by those principles in practice.

1. Key Principles

m&h fully supports and respects the protection of human rights in line with the UN Global Compact. Our operations adhere to the rules and regulations for operating in NI including the UN Universal Declaration of Human Rights & Guiding Principles on Business & Human Rights, International Bill of Human Rights, International Labour Organisation's Core Labour Standards, Human Rights Act 1998, Modern Slavery Act 2015 and PGN Human Rights in Public Procurement Policy 2018.

a) Working Hours, Wages & Benefits

We have a commitment to responsible levels of pay for all employees. We comply with the EU Working Time Directive and do not operate zero hours contracts. Where we utilise temporary employees we pay above minimum wage and are compliant with Agency Worker Regulations.

b) Diversity & Inclusion

m&h are committed to equality of opportunity, diversity and inclusion in our operations as outlined in our Equality, Diversity & Inclusion Policy & Employee Handbook. We aim to create a culture in m&h that is open, inclusive and representative of the society in which we live and work. It is our intent that every person should be able to fulfil their potential at work.

c) Workplace Health, Safety & Security

m&h is committed to ensuring the health, safety and welfare at work of our people and the safety of clients, visitors and supply chain and others affected by our work activity. m&h provide a safe, supportive and productive workplace, and complies with all applicable health & safety laws and regulations.

Our HSEQ Manager in consultation with senior management & directors is responsible for addressing and remediating identified risks of accidents, injury and health impacts. Workers feedback initiatives encourage feedback & flagging of risks to drive our zero-incident goal.

We work to maintain a workplace that is free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We do not tolerate disrespectful or inappropriate behaviour, or unfair treatment of any kind.

In line with the UN Global Compact, m&h protects all employee's rights to freedom of association, including the right to collective bargaining where appropriate.

d) Human Rights & Modern Slavery in our Supply Chain

m&h take a zero-tolerance approach to modern slavery and strictly prohibit the use of forced labour and human trafficking in all of our direct operations and the indirect operations of our supply chain. m&h will continue to improve systems and controls with the aim of ensuring modern slavery is not taking place anywhere in our operations and supply chain. m&h seeks at all times to contract with like-minded suppliers who comply with employment legislation and our organisational values for integrity and valuing people. See m&h Anti-Slavery Policy Statement.

2. Delivery

m&h employ a range of measures to ensure we conduct our business ethically, responsibly and in line with regulatory requirements, in relation to human rights. These measures include:

a) Policies & Risk Management

In line with ISO 9001,14001,45001 certified system procedures & Employee Handbook fully compliant with all legal requirements, m&h operate a range of policies covering every aspect of the employee life cycle & stakeholder engagement. This includes processes for recruitment, how to complete works tasks and how to seek support and grievance resolution. We have policies outlining our approach to complaints (internal & external), grievances and disciplinary matters as well as redundancy & termination.

These responsible business policies cover all key legal and ethical issues in relation to human rights, modern slavery and diversity & inclusion. An organisation-wide risk management framework ensures a consistent approach to flagging and addressing any risk in this area.

m&h Capability Assessment Questionnaire and Purchase Order Terms & Conditions outline our requirements for supply chain commitment to key social, ethical & environmental issues including human rights & modern slavery. All m&h team, regardless of employee status, and suppliers, are encouraged to raise any issue or concern to HR/Directors for direct confidential address.

b) Employee Voice

m&h as a medium sized organisation, has strong lines of communication and employee engagement. Access to senior management through site visits and Suggestion Boxes encourages helpful two way communication. Employees are kept informed through internal communications. Our Employee Handbook outlines employee communication processes including appraisal and grievance procedures.

c) Training

All m&h employees undertake training applicable to their role and responsibilities. In addition, human rights & modern slavery training takes place for management via online provision and for all site teams via scheduled Tool Box Talks. It is m&h intention that all employees will be informed and facilitated to conduct themselves in accordance with the highest ethical standards.

This policy statement and the commitment to protect human rights is fully supported by the directors. We commit to an ongoing review of this policy and of the impacts of our operations regarding human rights.

Signed,



David A Hamilton
Managing Director
15th February 2022

*This policy is available to the public. For further information please contact Head Office.
Tel: 028 2565 3672 Web: www.martinandhamilton.com*