



Human rights policy

Policy statement

We're committed to upholding the dignity, wellbeing and human rights of all those who work for our Group along with the communities in which we operate and those affected by our operations.

We're committed to upholding internationally recognised human rights standards across our Group and through our values: Responsible, Open, Together and Ambitious, to ensure all our people have the opportunity to develop and grow within inclusive environments.

We are committed to taking appropriate and proportionate steps to limit the risk of our standards falling short of our expectations, both internally and within our supply chain.

Who is this for?

All our people employed within a Group business, in any capacity and at any level of seniority.

All third parties and supply chain partners who perform services for and on behalf of M Group. We expect those parties to abide by the provisions of this policy or alternatively have in place equivalent policies.

Group business obligations

- Act with integrity, fairness and transparency
- Lead by example and partner with stakeholders who share our Values in pursuit of the highest standard of business ethics
- Ensure we understand and comply with all relevant legislation protecting Human Rights

Working with M Group requires the highest standards of professional conduct and business ethics. Each Group business will:

- Ensure our people and our supply chain meet the requirements of all relevant M Group operating businesses standards and policies in the performance of their duties
- Ensure the dignity, wellbeing and safety of our people at all times
- Ensure our people are able to work in inclusive environments free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment, and that no form of unlawful discrimination is practiced in any aspect of our business
- Provide opportunity for our workforce to report breaches or concerns of potential breaches of this Human Rights policy via the Whistleblowing hotline: 0800 890 011, then dial: 833 573 1738, supported by our policy

M Group's executive board has overall responsibility for the implementation of this policy. Divisional managing directors and their boards are responsible for establishing appropriate responsibilities within their operations, ensuring they are informed of any material risk to or breaches of our Human Rights policy, and taking action to

address the issues raised.

This policy will be reviewed annually and will be embedded in our internal risk assessment process.

Ref: MGS-POL-GF-016	Policy Owner: Colin Jellicoe	Date: 01/09/2025	Date of Review: 01/09/2027
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