

Amalgam Recruitment Commitment to Human Rights, Labour Standards in the Workplace

1. Purpose:

Amalgam Recruitment is committed to upholding internationally recognised human rights and labour standards across all its operations, in alignment with the principles enshrined in the United Nations Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work. This policy sets out our commitment to ensuring that fundamental human rights are respected, and that all workers are treated with dignity and fairness in a safe and supportive workplace environment.

2. Policy Statement:

Amalgam Recruitment is committed to respecting and promoting human rights and fundamental freedoms, as well as ensuring fair labour practices for all employees. We actively seek to eliminate any forms of forced or child labour, discrimination, harassment, and exploitation in our operations, supply chain, and business relationships. Our workplace practices will be consistent with internationally recognised human rights principles and labour standards, and we will hold ourselves accountable to these commitments.

3. Fundamental Rights at Work:

In line with the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, Amalgam Recruitment upholds the following core labour rights:

i. Freedom of Association and the Right to Collective Bargaining:

All employees have the right to freely associate and form or join trade unions of their choice, and to engage in collective bargaining without fear of retaliation, intimidation, or harassment.

ii. Abolition of Forced Labour:

We categorically reject all forms of forced, bonded, or compulsory labour. Employees must work voluntarily and be free to leave their employment in accordance with applicable laws and regulations.

iii. Abolition of Child Labour:

Amalgam Recruitment prohibits the employment of children under the age established by national law or the minimum age specified by ILO Convention No. 138, whichever is higher. We are committed to ensuring a child-friendly workplace and will adhere to all applicable laws regarding the minimum working age.

iv. Non-Discrimination:

Amalgam Recruitment is committed to providing a workplace free from all forms of discrimination, including on the basis of race, gender, age, religion, disability, sexual orientation, or any other characteristic protected by law. We ensure equal opportunity in hiring, training, promotion, and compensation.

v. Respect for Workers' Rights and Dignity:

We respect the dignity of each worker and maintain a zero-tolerance policy for harassment, abuse, or exploitation. Employees should feel safe, respected, and empowered to raise concerns about their rights without fear of retaliation.

vi. Health, Safety, and Well-Being:

We are committed to providing a safe and healthy working environment that meets or exceeds all legal requirements. This includes implementing measures to protect workers' physical and mental health, providing necessary protective equipment, and promoting work-life balance.

vii. Fair Compensation:

We ensure that employees are paid fair wages that meet or exceed local minimum wage standards and provide for their basic needs. Compensation will be provided in a timely manner and in accordance with applicable employment laws.

4. Conclusion:

At Amalgam Recruitment, we are committed to creating and maintaining a workplace that respects and upholds the fundamental human rights and labour standards of all individuals. By fostering a culture of equality, respect, and fairness, we contribute to a positive and ethical working environment, both within our organisation and across our supply chain.

For any questions or concerns regarding this policy, please contact the Amalgam Recruitment office on 0892776225

Approved by

Name: Senior Management Team

Members:

Tom Parker (Director)

Rebecca Heffernan (Director)

Martin Heffernan (Senior Manager)

Kristy Parker (Senior Manager)

Approved: 18th December 2025