



WASTE TO
WONDER
WORLDWIDE

Waste to Wonder Network Operations Ltd

**PUBLIC HUMAN RIGHTS
STATEMENT**

Public Human Rights Statement

1. Policy Statement

Waste to Wonder Network Operations Ltd is committed to respecting, protecting, and promoting human rights in all aspects of our operations. We recognise our responsibility to conduct business ethically and sustainably, and in a manner that upholds the dignity, equality, and rights of all individuals affected by our activities.

2. Scope

This policy applies to all directors, employees, contractors, volunteers, suppliers, partners, and any other parties acting on behalf of the Company. It covers all operations, projects, and activities undertaken by the Company.

3. International Standards

This policy is guided by internationally recognised human rights standards, including but not limited to:

- The Universal Declaration of Human Rights (UDHR)
- The International Labour Organisation (ILO) Core Conventions
- The United Nations Guiding Principles on Business and Human Rights

4. Our Commitments

The Company is committed to:

- Prohibiting forced, bonded, or compulsory labour and human trafficking
- Prohibiting child labour and complying with minimum age laws
- Providing fair wages, reasonable working hours, and safe working conditions
- Ensuring equality, diversity, and non-discrimination in employment and operations
- Respecting freedom of association and the right to collective bargaining
- Preventing harassment, abuse, and inhumane treatment
- Respecting the rights of local communities and vulnerable groups

5. Roles and Responsibilities

Management is responsible for implementing this policy and ensuring compliance throughout the organisation. Employees and other stakeholders are expected to act in accordance with this policy and report any suspected or actual human rights violations.

6. Grievance and Reporting Mechanism

The Company provides a clear and confidential mechanism for reporting human rights concerns or violations.

Reporting Channels:

- Reports may be made verbally or in writing to a line manager or senior management.
- Reports may be submitted via email to a designated compliance or ethics contact.
- Anonymous reports are permitted where legally allowed.

Protection Against Retaliation:

The Company strictly prohibits retaliation against any individual who raises a concern in good faith. Any act of retaliation will be treated as a serious disciplinary matter.

Investigation and Resolution:

All reports will be promptly reviewed and investigated in a fair, impartial, and confidential manner. Appropriate corrective actions will be taken where violations are identified, and affected parties will be informed of outcomes where appropriate.

7. Monitoring and Review

The Company will monitor compliance with this policy through internal reviews, audits, and stakeholder engagement. This policy will be reviewed periodically and updated as necessary to reflect changes in law, operations, or best practices.

8. Approval

This Human Rights Policy is approved by the Board of Directors of the Company and is effective from the date of adoption and renewed annually.

Signed by: Michael Amos
Managing Director



Date: 01/01/2026

Renewal Date: 01/01/2027