



Human Rights Policy



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51toCarbonZero – Human Rights Policy

Purpose & Commitment

51toCarbonZero is committed to respecting and promoting internationally recognised human rights throughout our operations, business relationships, and value chain. We recognise that businesses have a responsibility to respect human rights and to avoid causing, contributing to, or being directly linked to adverse human rights impacts through their activities.

This policy is aligned to the following internationally recognised standards:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Universal Declaration of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work

Scope

This policy is applicable to all stakeholder, including but not limited to:

- Employees
- Clients and customers
- Suppliers and contractors
- Business partners
- Community members
- Civil society organisations
- Beneficiaries of our work
- Members of the public

We expect our employees, suppliers, contractors, and business partners to uphold standards consistent with this policy.

Our Approach

51toCarbonZero seeks to respect human rights in all aspects of our business. We are committed to:

- Treating all individuals with dignity, fairness, and respect.
- Providing a workplace free from discrimination, harassment, bullying, and victimisation, as set out in our Equal Opportunities Policy.
- Maintaining a zero-tolerance approach to modern slavery, forced labour, child labour, and human trafficking, as detailed in our Modern Slavery Statement.
- Providing safe and healthy working conditions for our employees and contractors, in line with our Health & Safety Policy.

- Conducting business ethically and responsibly with clients, suppliers, and business partners.
- Considering actual and potential human rights impacts in our operations and business relationships.
- Providing mechanisms for stakeholders to raise concerns through our Internal Grievance Procedure, External Grievance Procedure, and Whistleblowing Policy.

Implementation

We seek to uphold this policy through:

- Our governance framework, policies, and procedures, including our Equal Opportunities Policy, Modern Slavery Statement, Health & Safety Policy, Internal Grievance Procedure, External Grievance Procedure, and Whistleblowing Policy.
- Annual employee training and awareness activities on topics relevant to this policy.
- Responsible engagement with suppliers, contractors, and business partners.
- Periodic review of our business practices and associated risks.

Where we identify actual or potential adverse human rights impacts, we will seek to prevent, mitigate, or address those impacts in a manner proportional to our role and influence.

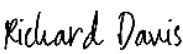
Governance and Review

Respecting human rights is the responsibility of everyone at 51toCarbonZero. All employees are expected to act in a manner consistent with this policy and to raise concerns where they believe human rights may be adversely impacted.

Overall oversight of this policy sits with the leadership team and Board, who are responsible for ensuring that appropriate policies, procedures, and governance arrangements are in place to support its implementation.

This policy will be reviewed annually, or more frequently where required, to ensure that it remains effective, appropriate to our business activities, and aligned with evolving best practice.

This procedure was approved by the leadership team of 51toCarbonZero on 12th of June 2026.

Signed by:

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Richard Davis
CEO
51toCarbonZero