

Human Rights policy

Policy Owner:	Group HR Director
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Morgan Advanced Materials plc Human Rights policy is based on our commitment to conduct business legally, ethically and with integrity everywhere we operate. In our daily operations, we follow this policy in dealing with employees, suppliers and others with whom we do business. Our policy is consistent with the International Labour Organisation's conventions, the United Universal Declaration of Human Rights and the European Convention on Human Rights.

Purpose

To protect the human rights of everyone who works for the company and all those who have dealings with us.

Responsibility

Everyone in our organisation is responsible for having due regard for human rights. In particular:

- The Board has overall responsibility for ensuring that human rights considerations are integral in the way in which existing operations and new opportunities are developed and managed.
- Directors, managers and supervisors must provide visible leadership that promotes human rights.
- All employees, contractors and consultants are responsible for ensuring that their own actions do not impair the human rights of others. They must adhere to the Morgan Code of Ethics, and report any instances where the high standards of the Code are not being met.

Policy Statements

The principles of this policy cover:

- Child labour – We will not employ workers under the legal minimum age for admission to work stipulated by the laws of the countries where we work and by the International Labour Organisation.
- Forced labour – We will not make use in any of our businesses of forced labour, including prison, indentured labour or debt-bondage labour. Morgan Advance Materials plc acknowledges the Modern Slavery Act 2015 and the responsibilities under this Act. The Group will make statements on this through our normal annual reporting process. For further information, please see our Modern Slavery Act transparency statement available on our website
- Health and safety – We will aim to provide a safe and healthy work environment and take all reasonable steps to prevent death or injury to anyone on our sites. Regular training on health and safety issues will be provided.
- Freedom of Association and the right to collective bargaining – We are committed to open communication and seek to work in a consultative partnership. We respect the principles of freedom of association and collective bargaining and will ensure compliance with applicable laws.

- Diversity and Inclusion – We promote equal opportunities for all employees and job applicants and do not discriminate against any person. We will not tolerate discrimination or harassment by or of our employees.
- Discipline – We will not use, or condone the use, of corporal punishment, mental or physical coercion or verbal abuse. Any disciplinary matter will be dealt through proper procedures.
- Working hours – We will comply with applicable laws as a minimum standard with regard to working hours, holidays and overtime.
- Compensation – We will ensure that wages paid for standard working hours at least meet local legally mandated wage levels.

Further information

This policy is aligned to the United Nations Universal Declaration of Human Rights that sets “common standards of achievement for all people and all nations”.

Deviation approval

There are no permitted deviations to this Policy.