

Human Rights Policy

The Company is committed to providing basic rights and freedoms that every person in the world should be entitled to, regardless of citizenship or immigration status. Based on core principles such as dignity, legitimacy, fairness, accessibility, equality, respect, transparency, autonomy and rights-compatible. Giving greater effect to rights and freedoms guaranteed under the European Convention on Human rights.

The Conventions rights which are set out in the Human Rights Act include:

- **The right to life**
- **The right to freedom from torture**
- **Prohibition of slavery and forced labour**

Everyone has the absolute right not to be treated as a slave or made to perform forced or compulsory labour.
- **The right to personal freedom**

No one should be deprived of their liberty even for a short period. However, this right is limited and does not apply where detention is lawful and it is for certain reasons, for example detention following conviction by a criminal court.
- **The right to a fair trial**

Everyone is entitled to a fair trial and a public hearing within a reasonable time by an independent and impartial court / tribunal established by law. Anyone charged with a criminal offence shall be presumed innocent until proven guilty according to law.
- **No punishment without law**

No one will be found guilty of a criminal offence which was not recorded as a criminal offence under national or international law at the time it was committed.
- **The Right to Private and Family life**

The concept of "private life" is broad but could include:

 - freedom to choose sexual identity
 - freedom to choose how to look and dress
 - freedom from intrusion by the media
- **Freedom of thought, belief and religion**

The Act protects the rights of people to have their own thoughts, beliefs and follow religions of their choice; it also includes the right to change their religion or belief at any time. Religion and belief is one of the protected characteristics within the Equality Act and it is unlawful to discriminate against workers because of their religion or belief or lack of religion or belief.
- **The right of freedom of expression**
- **The right to freedom of assembly and association**

Everyone has the right to freedom of association with others including the right to form and to join a trade union.

- **The right to marry**

People have the right to marry according to their own national laws. From March 29 2014 same sex couples in the UK can marry in civil ceremonies or religious ceremonies if the religious organisations allow them to do so.

The Equality Act is another law which makes it unlawful for people to be discriminated against on the grounds of marriage and civil partnerships.

- **Prohibition of discrimination**

The Human Rights Act prohibits discrimination on a range of grounds that include sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority property, birth or other status.

This means everyone has equal access to the same human rights no matter who they are.

Other laws protect employees from discrimination such as the Equality Act which makes it unlawful to discriminate against people at work because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Buoyant Upholstery conducts its business in a manner that respects the rights and dignity of all people. All employment with Buoyant Upholstery is voluntary.

Employees and suppliers are expected to comply with this policy. Violation or refusal of this policy will result in disciplinary action, up to and including termination following a thorough investigation.

This policy has been approved by the Board of Directors.

Signed on behalf of the board:



Joel Rosenblatt

Chairman

Buoyant Upholstery Ltd