

Human Rights Policy

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Date of Last Review:	January 2026
Approval Authority:	Director
Review Frequency	Annually
Location:	Internal File Storage System
Date of Next Review:	January 2027

Core Principles:

- **Prohibition of Discrimination:**
 - Ensuring equal treatment and opportunities for all individuals, regardless of race, ethnicity, gender, sexual orientation, religion, etc.
- **Respect for Freedom of Association and Collective Bargaining:**
 - Allowing employees to form or join trade unions and bargain collectively.
- **Prohibition of Forced Labour:**
 - Ensuring that all labour is voluntary and not coerced, including avoiding debt bondage and modern slavery.
- **Prohibition of Child Labor:**
 - Adhering to legal minimum working ages and protecting children from exploitation.
- **Fair Wages and Working Hours:**
 - Providing fair compensation and adhering to legal requirements for working hours.
- **Safe and Healthy Working Environment:**
 - Providing a workplace free from hazards and ensuring the well-being of employees.
- **Respect for Privacy and Dignity:**
 - Protecting personal information and respecting individual privacy.
- **Diversity and Inclusion:**
 - Promoting a diverse workforce and an inclusive environment where everyone feels valued and respected.
- **Environmental Protection:**
 - Recognizing the link between human rights and environmental issues and taking steps to minimize negative impacts.

Implementation and Enforcement:

- **Risk Assessment:** Identifying potential human rights risks in the organization's operations and supply chain.
- **Due Diligence:** Implementing processes to avoid and address adverse human rights impacts.
- **Training and Awareness:** Educating employees and stakeholders about human rights principles and policies.
- **Reporting and Grievance Mechanisms:** Providing channels for reporting human rights violations and addressing grievances.
- **Regular Review and Updates:** Ensuring the policy remains relevant and effective.

The Director with overall responsibility for the implementation of this policy is Mr Alex Walters.

Signed:

Date: **21/01/26**

Mr Alex Walters

Director

