

Human Rights Policy

General

Emergent Cold is committed to developing an organizational culture which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions on Labour Standards.

Emergent Cold seeks to identify, assess and manage human rights impacts within our spheres of influence and activities in line with the following policy aims:

1 Our People

To respect the human rights of our people as established in the ILO's Declaration on Fundamental Principles and Rights at Work, including non-discrimination, prohibition of child and enforced labor, and freedom of association.

2 Suppliers and Contractors

To establish and maintain appropriate procedures to evaluate and select major suppliers and contractors, based on Emergent Cold social policies, and to monitor their performance where appropriate.

3 Local Communities

To respect the cultures, customs and values of the people in communities in which we operate.

To contribute, within the scope of our capabilities, to promote the fulfillment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

To seek to have open dialogue with stakeholders and participate in community engagement activities.

To aim to ensure the provision of security is consistent with international standards of best practice and the laws of the countries in which we operate, using security services only where necessary and requiring the use of force only when necessary and proportionate to the threat.

4 Society

To seek to play a positive role, within our spheres of influence, in capacity-building for the realization of human rights within countries of operation.

To promote the realization of environmental sustainability and development through our core business and through our participation in other multi stakeholder activities where appropriate.

To uphold the highest standards in business ethics and integrity.

Emergent Cold Human Rights Statement

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For further questions, please contact the Human Resources team.

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