

Human Rights Policy Statement

As an independent not-for-profit business, EMEC has a focus on supporting people by creating jobs and development opportunities within a healthy and inclusive culture and we have a commitment to protecting and respecting human rights.

EMEC seeks to act in accordance with internationally recognised human rights and standards, including those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, as well as the United Nations Guiding Principles on Business and Human Rights.

EMEC will:

- seek to avoid causing or contributing to adverse human rights impacts through our own activities and address such impacts when they occur,
- seeks to prevent or mitigate adverse human rights impacts that are directly linked to our operations or services by our business relationships, even if they have not contributed to those impacts, and
- provide for, or cooperate in, remediation through legitimate processes where we identify that we have caused or contributed to adverse effects.

Key principles

Child labour

EMEC will not employ workers under the legal minimum age for work and will comply with all relevant laws in this regard.

Modern slavery

EMEC will not use forced, bonded or involuntary labour. Employees are not required to lodge 'deposits' or identity papers with the company and can leave after giving reasonable notice.

Health and Safety

All EMEC employees will work in an environment that is both safe and healthy in line with Health and Safety policies. We take our duty of care to our employees very seriously and will strive to protect both their physical and mental wellbeing.

Discrimination

EMEC is fully committed to eliminating discrimination based on protected characteristics in recruitment, training and working conditions and strives to treat every employee fairly.

Discipline

EMEC prohibits physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation. Disciplinary and grievance policies and procedures are clearly documented and communicated to all employees.

Working hours

EMEC will ensure that working hours are reasonable and comply with the law and industry standards.

Remuneration and employment terms

EMEC will fairly reward employees for the work they do in line with a remuneration structure that is applied consistently across the company. EMEC has signed up to the Scottish Business Pledge and pays the Real Living Wage as a minimum. EMEC provides all employees with clear written information on pay and conditions and prohibits deductions from wages as a disciplinary measure. EMEC is committed to equal pay and benefits for men and women for work of equal value.

Freedom of association and employee representation

EMEC recognises that employees have the right to form and join organisations of their own choosing. Notwithstanding normal trade union legislation and protection, such membership should not conflict with EMEC's operations. The company takes active measures to seek employees' views and strives to create a culture of openness and transparency to encourage employees to speak up if there is any non-compliance with, or improvements that could be made to, our standards.

Grievance and remediation

Where a human rights violation is identified, EMEC will work with all parties involved to seek access to remedy, compensation and justice for the victim. An investigation will be carried out into the root cause so that appropriate steps can be taken to prevent such a violation reoccurring.



Ron Chapman

Chair



Matthew Finn

Managing Director