



Labour Standards Policy 2020

Updated - August 2020

Introduction

Sentiment Research LTD believe that business should be conducted honestly, fairly and with respect for people, their dignity and their rights. The company seeks to provide a work environment where employees are treated with respect, dignity and consideration. This commitment is built upon an ethos devised to ensure fairness in the recruitment, development and retention of all employees.

General Principles

- All employment must be in compliance with applicable laws and regulations of the UK labour market.
- Sentiment Research employees are required to report any actual, suspected or potential violations of all Company policies, including this Human Rights and Labour Standard Policy. Failure to do so may lead to disciplinary action, up to and including termination of employment.
- This Policy shall be reviewed on an annual basis and updated where necessary to ensure the continuous improvement of working conditions and management of labour risks.
- Sentiment Research shall make available sufficient resources to give effect to its commitment to year on year improvements to working conditions and management of labour risks.

Human Rights

- Each Sentiment Research employee shall be treated with dignity and shall not suffer harassment, physical or mental punishment or other forms of abuse.
- Sentiment Research has effective grievance mechanisms which are transparent, equitable and predictable to enable the remediation of any adverse human rights impacts that may arise in its operations.
- Sentiment Research promotes effective employee engagement throughout its operations and welcomes open feedback from employees on all matters of company business.

Freedom of Association

- Sentiment Research recognises and respects the right of employees to establish and join organisations which are designed to engage in collective bargaining and other initiatives to further and defend the interests of the workforce.
- No Sentiment Research employee shall be dismissed or otherwise prejudiced for reason of membership of such an employee organisation or because of participation in that organisation outside of working hours, or with consent of their line manager, within working hours.
- Sentiment Research employees shall enjoy protection against discrimination by virtue of their membership of an employee organisation and employment shall not be conditional upon an employee not joining or relinquishing membership of such an organisation.

Compulsory Labour and Human Trafficking



- Sentiment Research does not accept or condone any form of modern slavery whether forced, compulsory or trafficked labour. Without limitation, Sentiment Research does not engage sweatshop labour, convict labour or indentured labour under penal sanction.
- All Sentiment Research employees shall provide their services to the Company on an entirely voluntary basis and no one shall be forced to remain in the employment of Sentiment Research against their will.
- Sentiment Research has a zero-tolerance approach to modern slavery and encourages all employees to raise concerns about any issue or suspicion of modern slavery, in any part of the Sentiment Research supplier chain.

Child Labour

The minimum age of a Sentiment Research Employee shall not be less than 16 years. Where the work concerned is by its nature or the circumstances in which it is carried out, deemed to be “hazardous” under the definition provided by the International Labour Organisation 138 Concerning Minimum Age, the minimum age of the Sentiment Research Employee shall be not less than 18 years.

Discrimination

Sentiment Research strictly prohibits discrimination and harassment against any Sentiment Research Employee or any applicant for employment with Sentiment Research, whether such discrimination or harassment is based on sex, race, age, colour, ancestry, religion, belief, disability, sexual orientation, marital status or any other feature protected by law.