



TENTH
REVOLUTION

Human Rights Statement

This statement describes the behaviors observed by all companies, trademarks and trading names under the Tenth Revolution Group umbrella (the "Group").

November 2024

Overview

At Tenth Revolution Group, we are the global leaders in solving the technology skills gap by finding, training or deploying people, and we deliver consulting services through our unique talent solutions.

Our Human Rights commitment aligns with internationally recognized standards, including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) core conventions.



Purpose

The purpose of this statement is to set out our responsibilities as a Group, and employees' personal responsibilities.

Scope

This statement covers all employees of the Group, including all levels and grades, whether permanent, fixed-term or temporary (collectively referred to as "employees" in this statement.) We are bound by various laws in respect of our conduct in the territories where we operate. This statement covers all dealings with clients, partners, vendors, umbrella companies, management companies, candidates and any other person our employees deal with, regardless of where they originate.



UN Global Compact

The Group is a participant in the United Nations Global Compact, supporting the 17 Sustainable Development Goals as defined by the United Nations. In particular, the Group is aligned to the following goals:



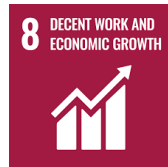
Good health and wellbeing



Quality Education



Gender Equality



Decent work and economic growth



Climate Action

In order to further establish our commitment to equality, diversity and inclusion, the Group is also a signatory of the United Nations Women's Empowerment Principles

The Group is an equal opportunity employer and is fully committed to practices that promote a fair and equitable workplace for all employees.

What our Policies Cover

Respect for Human Dignity

The Group will take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications without regard to race, colour, ethnic origin, nationality, national origin, religion or belief, veterans' status, sex, sexual orientation, gender reassignment, age, marital or civil partnership status or disability (each a "Protected Characteristic," collectively, the "Protected Characteristics"). The Group will also take all reasonable steps to provide a work environment in which all employees are treated with respect and dignity and is free of harassment based upon an employee's Protected Characteristic. The Group will not condone any form of harassment, whether engaged in by employees or by outside third parties who do business with the Group.

Labour Standards, Wages and Benefits

The Group supports and adheres to the fundamental labour rights of our employees as outlined in the International Labour Organisation (ILO). The Group ensures fair and equal employment opportunities, provides competitive remuneration and promotes a healthy work-life balance. The Group prohibits forced labour, child labour or any exploitative practices.

Freedom of Association and collective bargaining

The Group respects our employees' freedom to associate and discuss the terms and conditions of their employment. The Group also abides by and follows all collective bargaining agreements around the globe applicable to our employees.

What our Policies Cover

Anti-discrimination

The Group is committed to providing equal employment opportunities to all individuals. Our recruitment and hiring process are based solely on merit, qualifications and skills.

We apply non-discriminatory practices when hiring and support our clients to adopt inclusive recruitment strategies.

Employees should draw the attention of their Manager or a representative of the Group's People function to suspected discriminatory acts or practices or suspected cases of bullying or harassment. Managers or HR to whom any cases are reported must not victimize or retaliate against the employee who has made any allegations or complains of discrimination, bullying or harassment or who has provided information against anyone who has engaged in such conduct. Such behaviour will be treated as potential gross misconduct.

A full version of our employee policy can be accessed via our HRIS. It covers:

- How to recognise different forms of discrimination, harassment and bullying;
- How to report allegations of discrimination, harassment and bullying; and
- How the Group will act on any allegations of discrimination, harassment or bullying.

What our Policies Cover

Privacy and Data Protection

The Group respects the privacy and confidentiality of personal information entrusted to us. The Group handles all employee data in compliance with applicable data protection laws and regulations, ensuring appropriate security measures to safeguard against unauthorised access, use or disclosure. Our external data privacy notice can be found at www.tenthrevolution.com.

Training and Promotion

The Group provides training to all employees to help them identify discriminatory acts or practices, acts of harassment or bullying. The Group also provides training to all employees to help them understand their rights and responsibilities in relation to dignity at work and what they can do to create an inclusive work environment. Where a promotional system is in operation it will not be discriminatory, and it will be checked from time to time to assess how it is working in practice.

What our Policies Cover

Recruitment, Advertising and Selection

All recruitment processes will be conducted in such a way as to result in the selection of the most suitable person for the job in terms of relevant experience, abilities and qualifications. The Group is committed to applying its equal opportunities policy statement at all stages of recruitment and selection.

Safe and Healthy Work Environment

The Group is dedicated to providing a safe and healthy work environment for all our employees. The Group prioritizes occupational health and safety measures, aiming to prevent accidents, injuries and work-related illnesses. The Group complies with relevant laws and regulations to ensure the wellbeing of our workforce.

Supplier and Business Partner Responsibility

The Group expects our suppliers and business partners to adhere to the same high human rights standards we uphold. The Group strives to work with organisations that share our commitments to human rights, promoting responsible business practices throughout our supply chain.

Modification

The Group expressly reserves the right to change, modify or delete the provisions of this Policy without notice.

Governance and oversight

This Statement is ultimately governed by the Tenth Revolution Group Executive Board.

Signed: Peter White, Chief Financial Officer and TRG Executive Board member

Environmental Statement		Rev No: 003 Rev Date: 26.11.24
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