

## Visually Connected with Display Manager Ltd

# Human Rights Policy

### Policy Statement

At Visually Connected with Display Manager Ltd, we are dedicated to upholding and promoting human rights across all aspects of our business operations. Our commitment aligns with internationally recognised standards, including the Universal Declaration of Human Rights (UDHR), the International Labour Organisation (ILO) Core Conventions, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

This policy outlines our approach to respecting and protecting human rights, ensuring our employees, stakeholders, and communities are treated with dignity, fairness, and equality.

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### Scope

This Human Rights Policy applies to:

1. All employees, contractors, and partners within Display Manager Ltd.
  2. Our supply chain, vendors, and business partners.
  3. Communities affected by our operations.
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### Policy Principles

#### 1. Respect for Human Rights

- We are committed to respecting all fundamental human rights, avoiding any complicity in human rights abuses.
- Our operations and partnerships are designed to ensure compliance with all applicable human rights laws and standards.

#### 2. Fair Labor Practices

- We support the elimination of forced labour, child labour, and human trafficking in all forms.
- We ensure safe, healthy, and fair working conditions for all employees and contractors.
- We provide competitive compensation and benefits, in compliance with applicable wage laws.

#### 3. Non-Discrimination and Inclusion

- We do not tolerate discrimination or harassment based on race, gender, age, religion, disability, sexual orientation, or any other status.
- We are committed to creating a diverse and inclusive workplace where all individuals are treated equitably and have equal opportunities.

#### 4. Freedom of Association

- We respect the right of employees to form, join, or not join trade unions or other lawful associations.
- We engage in constructive dialogue with employee representatives to address workplace issues.

#### 5. Supply Chain Responsibility

- We expect all suppliers and business partners to uphold the same human rights principles.
- We conduct regular audits and assessments to ensure compliance with ethical labour practices throughout our supply chain.

#### 6. Privacy and Data Protection

- We respect the right to privacy for all employees, customers, and stakeholders.
- We implement robust data protection measures to safeguard personal information.

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### Implementation and Accountability

#### 1. Training and Awareness

- All employees receive regular training on human rights, ethical practices, and workplace policies.
- Our leadership team is accountable for integrating human rights considerations into business decisions.

#### 2. Monitoring and Reporting

- We monitor compliance with this policy through internal audits and third-party assessments.
- Grievance mechanisms are in place to allow employees and stakeholders to report concerns confidentially and without fear of retaliation.

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### Partnerships and Collaboration

- We collaborate with external organisations and initiatives that promote human rights.
- We engage with stakeholders to understand and address potential human rights impacts.

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### Reporting Concerns

Visually Connected with Display Manager Ltd encourages employees, suppliers, and stakeholders to report any potential human rights violations through our confidential reporting system:

**Email:** paul@displaymanager.net

**Phone:** +44 (0)7701007514

All reports are treated with confidentiality and investigated promptly.

## Continuous Improvement

We are committed to regularly reviewing and updating this policy to address evolving human rights challenges and ensure alignment with best practices.

**Approved by:**

*Lionel Eales*

Lionel Eales - Managing Director, Display Manager Ltd

**Date:** 16/03/2025

**Review Cycle:** Annually