

Human Rights Policy

Excellerate Services UK, through its Managing Director and Strategic Directors, recognises that all employment is freely chosen and employees are free to leave their employment after reasonable notice periods in line with their contract of employment. Corporate responsibility in the way it conducts its own business.

As a caring and responsible employer, Excellerate Services UK aim to effectively monitor the safety and wellbeing of all its employees in the communities within which it operates in. The company understands that Human Rights legislation is absolutely paramount and it's embedded in its business strategies, decision making, and practices at all levels to enable ongoing, long term success.

In support of these objectives, Excellerate Services UK is committed to continual improvement through:

- Employment is freely chosen and free to leave their employment after notice period.
- Workers are not required to lodge " deposit" or have their identity documents with their employer.
- Freedom of association with trade union of their choosing.
- The rights to collective bargaining is respected.
- Working conditions are safe and hygienic.
- Child labour is strictly forbidden across all ESUK business activities.
- Living wages are paid and in line with Government Employment law.
- Working hours are not excessive and defined within the contract of employment.
- All overtime shall be voluntary and without fear over job security.
- There is no discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on protected characteristics of an employee.
- To ensure that every extent to provide regular employment is provided.
- No harsh or inhumane treatment is allowed.

To support the implementation of this policy, Excellerate Service UK is committed to the eradication of "Zero Hour" employment contracts and employees have avenues to raise any work place concerns.

This Policy statement and the processes which underpin it will be regularly reviewed to ensure the objectives of this Policy are being met on a day-to-day basis within the organisation.

Johan Venter

Managing Director ESUK

Signed:



Date:.....February 2023