



# The School of UX Labour Standards and Human Rights Policy

Version 1.0 | Last Updated: 20/06/2022

## Purpose

Pixel Takeaway Limited (the Company) recognises that its colleagues are its principal asset and is committed to treating them with fairness, respect and integrity.

Through this policy, Pixel Takeaway Limited commits to the following principles-based outcomes:

- **A safe and healthy working environment.**
- **Operating in compliance with all relevant laws** in the countries in which it operates.
- **A workplace free of discrimination** (however unintentional) with equal opportunity at all levels of the company on matters such as sex, gender, gender reassignment, pregnancy and maternity, marital status, race, colour, religious beliefs, ethnic or national origin, age, disability, sexual orientation, economic deprivation, social status or trade union membership.
- **Zero tolerance and zero occurrence of unacceptable treatment of colleagues**, such as physical punishment, abuse of colleagues, slavery, or other forms of abuse including the exploitation of children. • Remuneration that at the very least is sufficient to cover colleagues' basic needs and provide them with the opportunity to improve their skills and capabilities.
- **Accessible and timely information for colleagues** on the progress of the business and its strategy, and of any major changes which might affect them as a group or individually.
- **Access to representations from colleagues** through national or international works councils, recognised trade unions or other recognised groups where appropriate.

## Commitments

We are committed to working responsibly and with integrity. This Labour Standards Policy complements our existing suite of policies.

This Policy commits to delivering decisions and actions that uphold the right to freedom of association and collective bargaining. Our core values, represent the foundation for colleagues' rights whereby the Company expects colleagues in all operations to respect colleagues' rights to join or not to join a legally recognised trade union, or any other body representing their collective interests, guided by, and compliant with local laws. This includes the right to enter into constructive dialogue and bargain in good faith with trade unions or representative bodies on employment conditions, labour management relations, and matters of mutual concern

with due regard to extents of practicability, taking national laws into consideration. This includes the right to participate in activities of such bodies and/or to become an official of the union and allow colleagues reasonable time off in order to carry out official [www.ituc-csi.org/2021-global-rights-index](http://www.ituc-csi.org/2021-global-rights-index) duties or to undergo relevant training in connection with trade union activities.

This is in line with Article 11 of the UK Human Rights Act, the UN Guiding Principles on Business and Human Rights, and with ILO core conventions.

This Policy commits to decisions and actions that lead to the reduction and **elimination of excessive working hours**. The Company expects all colleagues to respect colleagues' right to reasonable a work-life balance in compliance with local law and the law of the sea, as applicable, on working hours and overtime. Where instances of excess are detected, we commit to understanding the root cause and providing an appropriate response and resolution. We encourage family-friendly practices, and we encourage flexible and remote working.

This Policy commits to decisions and actions that lead to the provision of a **living wage** at a minimum wherever we operate. Pay must be (at the very least) sufficient to cover colleagues' basic needs and provide them with the opportunity to improve their skills, capabilities, or additional economic prosperity. We operate remuneration and reward policies and practices to ensure colleagues are fairly rewarded for the work that they do, and we regularly monitor this through regular in year reporting, reviewing all colleagues pay annually.

This Policy commits to decisions and actions that provide **employee engagement** mechanisms that allow employee representatives to engage with company management. Other examples of openness and engagement are in our Equal Opportunities Policy.

## Human rights

The Company supports the rights of all people as set out in The Universal Declaration of Human Rights (UDHR). We acknowledge the responsibility of businesses to respect human rights, by acting with due diligence to avoid infringing on the rights of others and to address any transgressions.

We aim to inculcate the following Human Rights Principles into the behaviours of our colleagues as in line with our core values. To achieve this aim, we require our colleagues to respect the rights of, and deal fairly with, all other colleagues and parties with whom they work.

- **Anti-corruption:** The Company will not permit any act by any Pixel Takeaway Limited business or colleague that is considered to be corrupt, either under relevant law or by reference to good business practice.
- **Respecting the human rights of our colleagues:** As stated above, the Company will treat all colleagues and other individuals with dignity and respect and will comply with relevant laws and regulations to ensure a discrimination-free environment for all. The Company has zero tolerance of intimidating, hostile or offensive conduct by its colleagues.
- The Company will **not make use of forced labour and will not employ colleagues that are below the legal minimum age** regulations in the countries in which it operates. Furthermore, the Company upholds children's rights in line with the Children's Rights and Business Principles and commits to comply with all regulations in relation to the prevention of child labour.
- **Respecting the human rights of our business partners:** The Company monitors suppliers that operate in countries that may not have standards consistent with the Company's expectations. Any 'red flag' cases are

formally assessed to review social, ethical and environmental practices, in line with the good practice such as compliance with the UDHR. Where a breach is found, an appropriate response is implemented, such as corrective actions, engagement, or even termination of supply contract.

- **Respecting the human rights** in the countries where we operate: The Company will not tolerate any connection with human rights abuse through business relationships. In circumstances where the Company may be able to effectively influence respect for human rights, it will seek to do so.
- **Monitoring the effectiveness** of our human rights approach: The Company requires its business leaders to be responsible for enforcing our human rights approach, including ensuring that all colleagues within their business areas are aware of their own responsibilities.