



# Human Rights Policy



# 1

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## Human Rights Policy

### Commitment

At Grafton we are committed to respecting and promoting the human rights of people within our organisation, through our supply chains and other stakeholders we engage with. We are committed to complying with the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration of Fundamental Principles and Rights to Work and the International Bill of Human Rights and the OECD Guidelines for Multinational Enterprises.

This is a Group level policy and is upheld by all the businesses within the Grafton Group.

### Why it matters

'Value our People' and 'Sustainable, trustworthy and responsible' are two of Grafton's values. Respecting the human rights of people within our own operations and through our value chain is central to these values. We recognise that no business or supply chain operates without risk to human rights and we have a responsibility to understand human rights risks and work in partnership with others, especially suppliers, to identify and mitigate them.

### Policy statement

To respect and promote the human rights of all those within our organisation and through our value chain we will:

- Meet all applicable laws and regulations in the countries we operate in and expect our suppliers to do the same
- Follow a human rights programme that follows internationally recognised guidelines and principles
- Follow clear policies within our own operations and through our supply chains with respect to human rights
- Engage and train colleagues and engage with supplier partners on the relevant human rights related policies and offer opportunities to raise concerns and feedback through an independent hotline and other engagement methods
- Establish and follow a due diligence process to identify, manage and mitigate human rights risks which includes:
  - Governance process ensuring Board-level oversight through our Executive Sustainability Committee, chaired by our CEO
  - Review human rights and modern slavery risks associated with our business



## 2

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- Implement controls to manage and mitigate risks identified
- Track progress on human rights and report on this progress at least annually
- Investigate any alleged breaches of human rights and take appropriate action to address any issues identified

### **Associated documents**

- Code of Business Conduct and Ethics
- Supplier Code of Conduct
- Modern Slavery Statement
- Supply Chain Due Diligence Policy
- Health and Safety Policy
- Equality, Equity, Diversity and Inclusion Policy
- SpeakUp Policy
- Wellness Policy
- Business Unit level policies and guidance on: Grievance, Menopause, Maternity Leave, Paternity Leave, Parental Leave, Adoption Leave, Carers, Flexible Working, Privacy and Domestic Violence Support.

### **SpeakUp!**

- Any concerns relating to human rights should be reported to the Group with the assurance that there will be no recrimination or other negative consequences for anyone acting in good faith.
- Concerns should be reported by colleagues to their line manager, their manager's manager, business HR department, or their CEO. Alternatively, colleagues and third parties can report concerns, anonymously if preferred, via Grafton's confidential reporting service SpeakUp:



**3**

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[SpeakUp Website](#)

Country	Phone number
Ireland	1800800636
United Kingdom	08000224118
Netherlands	08000222473
Finland	0800392912
Spain	900752088

Please the use code 128845 when calling.

*Eric Born*

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Chief Executive Officer, Grafton Group plc

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