



## **Human Rights Policy**

**Version 1**

**Version Date – June 2002**

**Last Review Date – December 2013**

**Policy Maintained by – Purchasing and Human Resources**

As Europe's leading independent logistics, automotive parts and accessories companies, UGC recognises its obligations to support Human Rights, responsibly and with integrity.

UGC is committed to respecting fundamental human rights in all its activities.

UGC strongly endorses the principles as set out in the Universal Declaration of Human Rights. UGC will take all reasonable steps to ensure that the company and its employees uphold and respect the principles detailed below:

- The right to freedom from discrimination of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.
- The right to personal safety and security.
- No one shall be held in slavery or servitude.
- No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.
- The right to religious freedom.
- The right to free participation in political life.
- Everyone has the right to freedom of opinion and expression.
- Everyone has the right to freedom of peaceful assembly and association.
- The right to an adequate standard of living.
- Everyone has the right to education.
- Everyone has the right freely to participate in the cultural life of the community.

If any employee has any doubt about the content of this statement, they must ask their immediate supervisor or line manager for clarification.

Individual managers are responsible for ensuring that this policy is applied within their own area. Any queries on the application or interpretation of this policy must be discussed with the Human Resources department prior to any action being taken.

Revisions, amendments or alterations to the policy can only be implemented following consideration and approval by the Group Executive Committee.