

## **EVO Human Performance Human Rights Statement**

1. EVO Human Performance is an innovative IT professional services company, providing a broad range of services and solutions. Our stockholders, customers, suppliers, and employees represent virtually every race, national origin, religion, culture, political philosophy, and language. This diversity is the foundation of our business excellence and embodies EVO Human Performance respect for human rights and dignity of all people.

2. EVO Human Performance procures a variety of goods and services both for internal use and for that of our customers.

Procured goods include:

- ICT products and spares to meet both external and internal requirements
- ICT software
- Office Consumable and Equipment Supplies.

Procured Services include:

- Third Party Maintenance
- Logistics
- Financial, legal, insurance and other Professional services
- Recruitment
- Service Desks
- Fleet Services
- Training

The original manufacturer of goods procured by EVO Human Performance could be from locations across the globe. It would not be feasible for EVO Human Performance to audit the end-to-end supply chain. EVO Human Performance can and will however work to ensure the goods and services which EVO Human Performance procures are from manufacturers who have a strong anti-slavery policy and are taking action themselves to remove the risk of modern-day slavery from their supply chain. EVO Human Performance are committed to eradicating human exploitation from our supply chain. All EVO Human Performance suppliers must comply with the EVO Human Performance Supplier Code of Conduct

## **2. Human Rights**

All EVO Human Performance Suppliers will support and respect the protection of internationally proclaimed human rights and will operate in the spirit of the Universal Declaration of Human Rights. This includes, but is not limited to, the following subjects:

All EVO Human Performance **Suppliers will recognize and respect:**

- Fundamental human rights, social justice and human dignity
- Diversity of local cultures.

## **3. Labour**

All EVO Human Performance Suppliers will support and respect the internationally proclaimed labor rights and will operate in the spirit of the core Conventions of the International Labour Organisation (ILO). This includes, but is not limited to, the following subjects:

**All EVO Human Performance Suppliers will recognize and respect employees' rights to:**

- Collective bargaining
- Freedom of association.

**All EVO Human Performance Suppliers will not indulge in acts of:**

- Discrimination
- Child labor
- Forced labor.

**All EVO Human Performance Suppliers will:**

- Compensate workers in accordance with all applicable wage laws
- Limit the working hours to the maximum as set by applicable laws
- Ensure a safe working environment.

EVO Human Performance have implemented and continue to update and strengthen its processes to achieve the level of transparency and traceability necessary to ensure that EVO Human Performance procurement practices do not contribute to modern day slavery at any stage in the EVO Human Performance supply chain.

Steps to achieve this aim include:

- All new EVO Human Performance Suppliers will certify their compliance with the EVO Human Performance Supplier Code of Conduct
- All existing suppliers will upon the renewal of their agreement with EVO Human Performance will certify their compliance with EVO Human Performance Supplier Code of Conduct
- EVO Human Performance will map and assess the EVO Human Performance supply chain to identify potential areas of risk of forced labor and people trafficking within it
- EVO Human Performance ensuring workers in the EVO Human Performance supply chain are paid at least the minimum or living wage required by local law
- EVO Human Performance ensures that robust immigration checks are in place with EVO Human Performance suppliers
- EVO Human Performance does where appropriate raise awareness of modern-day slavery within the EVO Human Performance business.

Below are some useful links in relation to Modern Day Slavery and Human Trafficking:

Walk Free Global Slavery Index – <http://www.globalsslaveryindex.org/>

ILO Resources on Forced Labour, Human Trafficking and Slavery – <http://www.ilo.org/global/topics/forced-labour/lang-en/index.htm>

Verité eLearning on Supply Chain Accountability – <http://www.verite.org/research/elearning>