Human Rights Policy

Matrix iQ
CONNECTING TECHNOLOGY WITH INTELLIGENCE

Our commitment

At Matrix iQ, we believe that respecting human rights is fundamental to doing business responsibly. As a certified B Corporation, we are committed to upholding the principles set out in the International Bill of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

We recognise that while governments have a duty to protect human rights, businesses have a responsibility to respect them. We embed human rights into our operations, culture, and decision-making – because making a difference starts with how we treat people.

Who's responsible

Our Chief Financial Officer ensures this policy is implemented across the business.

Our Head of People & Culture reviews the policy annually to ensure it remains relevant and effective.

Every member of the Matrix iQ community – employees, directors, consultants, and third parties – shares responsibility for upholding these principles.

Our focus

Given the nature of our business and our modest supply chain, we believe our greatest impact lies within our own operations. We focus on:

- Providing a safe and healthy work environment
- Ensuring freedom from discrimination
- Respecting privacy and dignity
- Promoting equality and fair treatment

These rights are upheld through our Employee Handbook, Equality & Diversity Policy, Code of Ethics, Recruitment Policy, and Supplier Code of Conduct.

What we stand for

We will:

- Avoid causing or contributing to human rights violations through our activities
- Prevent or mitigate risks linked to our operations, products, and services
- Cooperate in remediation where we've contributed to harm
- Promote human rights within our sphere of influence

We also empower our iMPACT forum to identify and drive initiatives that positively impact our people, stakeholders, and the environment – championing B Corp values and helping us become truly representative of society.

Our Human Rights principles

We draw on international frameworks to guide our commitments:

i. Child Labour

We do not use child labour. We support lawful apprenticeships, internships, and training programmes that help young people build skills and experience.

ii. Modern Slavery

We have a zero-tolerance approach to forced labour, bonded labour, and human trafficking. Workers are free to leave with reasonable notice and receive all wages owed.

iii. Health, Safety and Hygiene

We provide a safe, healthy workplace in line with our UK Health & Safety Policy and support employee wellbeing through Plumm HR and our Mental Health First Aider.

iv. Discipline

We prohibit physical abuse, threats, harassment, and intimidation. Our disciplinary and grievance procedures are clearly documented and fairly applied.

v. Freedom of Association

Employees have the right to form and join organisations of their choosing. We actively seek employee views and comply with legal obligations to inform and consult.

vi. Working Hours

We ensure working hours are reasonable and comply with legal and industry standards.

vii. Equality of Treatment

We are committed to eliminating discrimination and promoting equality in recruitment, training, and working conditions, regardless of race, sex, age, religion, disability, sexual orientation, or social origin.

viii. Employment Terms

We provide clear, written contracts and ensure all work is based on recognised employment law and fair practice.

ix. Remuneration

We meet or exceed national wage standards and are proud to be an accredited Living Wage employer. We provide clear information on pay and conditions and are committed to equal pay for equal work.

Implementation

This policy is reviewed annually by the Head of People & Culture and is accessible to all employees via our HR system. We continuously assess its effectiveness and make improvements where needed.

Remedy and reporting

We do not tolerate abuse of human rights in any part of our business. If a violation occurs, we will:

- Investigate promptly and fairly
- Provide access to remedy, compensation, and justice
- Address root causes to prevent recurrence

We encourage employees to speak up, without fear of retribution, through our Whistleblowing Policy. Concerns can be raised with the Head of People & Culture, and third parties (including suppliers) are also welcome to report genuine concerns.

Anyone raising a concern in the public interest will be protected from victimisation. All employees and consultants are expected to use this policy to report suspected wrongdoing.