

Human Rights Policy Statement

Updated April 2026

This policy is non-contractual.



Policy Statement

On A Roll Sandwich Company Ltd. (the Company) is committed to respecting and upholding human rights across all its operations and throughout its supply chain. This commitment is informed by UK legislation, including the Human Rights Act 1998, the Equality Act 2010, and the Modern Slavery Act 2015, and aligns with internationally recognised standards such as the UN Guiding Principles on Business and Human Rights and the Ethical Trading Initiative (ETI) Base Code.

Scope

This policy applies to all individuals working for or on behalf of the Company, including employees, agency workers, contractors, suppliers, service providers, and business partners. The Company expects its suppliers and partners to operate in a manner consistent with the principles set out in this policy and to take appropriate steps to uphold human rights within their own operations and supply chains.

Our Commitments

The Company is committed to:

- Prohibiting all forms of forced, bonded, or involuntary labour, including human trafficking and modern slavery
- Preventing the use of child labour in line with UK law and applicable international standards
- Providing a workplace free from discrimination, harassment, bullying, intimidation, and abuse
- Respecting the rights to freedom of association and collective bargaining, in accordance with applicable law
- Paying wages that meet or exceed the National Minimum Wage or National Living Wage, as applicable
- Providing safe, healthy, and hygienic working conditions for all workers

Responsibilities

Senior management has overall responsibility for the implementation and oversight of this policy. All employees are expected to comply with its principles in their day-to-day activities. Suppliers and business partners are encouraged to adopt comparable standards where appropriate and to ensure compliance within their own operations.

Grievance and Reporting

All workers have the right to raise concerns or report potential or actual human rights issues confidentially and without fear of retaliation. Concerns may be raised in accordance with the Company's grievance procedures or through appropriate management channels. The Company is committed to investigating all concerns promptly, fairly, and appropriately, and to taking corrective action where required.

Approval, Review, and Continuous Improvement

This Human Rights Policy Statement has been approved by the Managing Director and demonstrates the Company's commitment to ethical trading, responsible employment practices, and respect for human rights. The policy is reviewed annually and updated as necessary to ensure it remains effective, reflects changes in legislation and business operations, and responds to the Company's evolving risk profile.

This policy operates alongside the Company's Modern Slavery Statement, which sets out the specific steps taken to identify, assess and mitigate risks of modern slavery and human trafficking.