

Introduction

Here at R Recruitment, we understand that employee engagement, human rights and worker health and wellness is core to the long-term success of our business. We continuously strive for a sustainable workforce that is stable, engaged and committed to the business, our vision and values and overall objectives.

We are committed to ensuring our employees are subject to fair working practices and are treated with respect.

Scope

This policy applies to all management, employees, and contractors of all entities within R Recruitment.

Responsibilities

Line management is responsible for human rights and labour rights along with individual employees. All incidents will be reported to Renata@rragency.co.uk

Requirements

Non-discrimination

R Recruitment shall not accept any form of discrimination against our employees and/or workers on the base of race, colour, gender, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, age, disability, or other distinguishing characteristics. Any employment and/or engagement related decisions, from hiring to termination and retirement shall be based on relevant and objective criteria.

Forced labour

R Recruitment shall prohibit any form of forced labour, including bonded labour, slave labour, or human trafficking. R Recruitment workers are able to move around freely and leave their place of work with no detriment to them.

Child Labour

R Recruitment shall not condone the hiring or child labour under any circumstances. The minimum age for full-time engagement in 'regular work' shall be 16 years old or the legal minimum age for engagement, whichever is greater.

Freedom of association and collective bargaining

R Recruitment shall respect employees' rights to form not join or join a labour union or other organisation of their choice, and to bargain collectively in support of their mutual interests without fear of reprimand.

Harassment

R Recruitment shall protect workers from any acts of physical, verbal, sexual or psychological harassment, abuse, or threats in the workplace by either their colleagues or their managers.

Working hours, benefits, and wages

R Recruitment shall ensure, as a minimum, it adheres to all applicable laws relating to wages, working hours, overtime, and benefits. In the event of termination of engagement, R Recruitment shall meet or exceed applicable laws.

Review of Policy

R Recruitment may review this policy from time to time and when required in line with legislative changes.