

Labour Standards and Human Rights Policy

Minimum labour and human-rights standards for RCDEN operations, workers, contractors and proportionate supply-chain due diligence.

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OWNER	Managing Director
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NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

1. Policy statement

RCDEN respects internationally recognised human rights and complies with applicable UK employment, equality, health and safety and modern-slavery law. People must be free to work without coercion, exploitation, abuse or retaliation.

2. Scope

This policy applies to RCDEN directors, workers, future employees, agency or temporary personnel, contractors, consultants and other persons acting on the company's behalf. Relevant requirements are flowed down to suppliers and subcontractors where proportionate to the work, risk and contract.

3. Minimum standards

- No forced, bonded, trafficked, prison or involuntary labour contrary to applicable law.
- No child labour; young workers, where lawfully engaged, must be protected from hazardous work and exploitation.
- Clear and lawful terms, freely entered into, with no retention of identity documents or recruitment fees charged to workers.
- Lawful pay, working time, rest, leave and deductions, with accurate and accessible records.
- Safe and healthy work with suitable information, instruction, training, supervision and protective measures.
- Dignity, non-discrimination, freedom from harassment and access to reasonable adjustments.
- Respect for lawful freedom of association, worker representation and collective bargaining.
- Accessible routes to raise concerns confidentially and without retaliation.
- Protection of personal information and privacy consistent with law and legitimate security needs.

4. Supplier and subcontractor expectations

RCDEN communicates these minimum standards to relevant suppliers and subcontractors. Due diligence is proportionate to geography, sector, workforce model, material, spend, criticality and available evidence. Higher-risk indicators may require additional information, contractual controls, corrective action, audit rights or alternative sourcing.

5. Remediation

Where harm or credible risk is identified, RCDEN prioritises the safety and interests of affected people. The response may include preserving evidence, urgent safeguarding, customer or authority notification, corrective action, reimbursement, supplier engagement, suspension or termination. Abrupt action is avoided where it could worsen harm.

6. Reporting and review

Concerns may be reported confidentially to anthony@rcden.co.uk, through a relevant customer route or to a competent authority. RCDEN prohibits retaliation against a person who raises a genuine concern or supports an investigation.

The Managing Director owns this policy and reviews it at least annually, and sooner after a material change in law, ownership, operations, workforce, supply chain, customer requirement or risk. Actions arising from reviews are assigned, dated and retained as controlled evidence.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- [UN Guiding Principles on Business and Human Rights](#)
- [International Labour Organization - Fundamental principles and rights at work](#)
- [Cabinet Office - Supplier Code of Conduct](#)

Document control

VERSION	DATE	APPROVED BY	CHANGE
1.0	24 July 2026	Anthony Deacon, Managing Director	First controlled issue

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