

Delta Financial Systems Limited is committed to ensuring that its responsibilities on human rights are fulfilled wherever its business is being carried out. Our policy sets out the expectations that we have of all of our employees and those with whom we conduct business.

We encourage our staff in a way actively enables them to realise their rights and we take care to monitor any risks that could directly or indirectly contribute to the violation of human rights.

Immediate responsibility for ensuring that we respect human rights lies with all of our management and employees.

## STATEMENT OF POLICY

- Delta recognises the principle that all human beings are born free and equal in dignity and rights and will ensure that there is no distinction in the enjoyment of human rights on grounds such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.
- We respect the rights of an individual to privacy in relation to matters affecting family, home, correspondence, reputation and honour, as well as the right to freedom of thought, conscience and religion and freedom of opinion and expression.
- The right to work and the principle of equal pay for equal work and to just and favourable remuneration is recognised and we respect the principle that all staff are entitled to work in an environment which respects their personal dignity and which is free from harassment, bullying or any type of intimidation.
- We recognise the value of our employees and value their long term retention for the success of the company. Delta aims to recruit and retain skilled employees and enhance the work/life balance of each employee.
- We recognise the right to form and join trade unions, the right to rest and leisure, reasonable limitations on working hours and periodic holidays with pay.
- Delta also accepts the principle of the elimination of all forms of forced and compulsory labour, as well as the effective abolition of child labour. We adhere strictly to the laws of the UK governing labour standards.
- Delta undertakes to work against corruption in all its forms, including extortion and bribery.
- We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.