

Human Rights policy and statement

WS Insight Limited is committed to developing an organizational culture which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. The company supports the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the Montreux Document on pertinent international legal obligations and good practices for States related to operations of private military and security companies during armed conflict (of 17th September 2008), and the International Code of Conduct for private security service providers (of 9th November 2010).

WS Insight seeks to identify, assess and manage human rights impacts within its organisation in line with the following policy aims:

1. Employees

To respect the human rights of our employees, including non-discrimination, prohibition of child and forced labor, and freedom of association and the right of employees to be represented by trade unions.

2. Suppliers and Contractors

To evaluate and select major suppliers and contractors, taking into consideration WS Insight's Human Rights and Social Policies, and to monitor their performance where appropriate. To ensure as far as feasible there is no child, forced, trafficked or slave labour in the WS Insight value chain.

3. Local Communities

To respect the cultures, customs and values of the people in communities in which we operate. To contribute, within the scope of our capabilities, to promote the fulfillment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate. To have open dialogue with stakeholders and participate in community engagement activities.

4. Society

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognized human rights. To play a positive role, within our spheres of influence, in capacity-building for the realization of human rights within countries of operation. To promote the realization of environmental sustainability and development through our core business and through our participation in other multi stakeholder activities where appropriate. To uphold the highest standards in business ethics and integrity and where appropriate to support efforts of national and international authorities to establish and enforce such standards for all businesses.

5. Rules of Force

WS Insight only countenances and authorizes the minimum use of force necessary for the restoration of order or similarly in self-defense or in the defense of others when it reasonably appears necessary to prevent the commission of a serious offense involving violence threatening death or serious bodily harm.

Human Rights Statement

WS Insight is committed to developing an organizational culture which implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights, and seeks to avoid complicity in human rights abuses.

Our commitment to the realization of human rights is set out in the Group's Human Rights Policy. Key human rights issues are embedded in internal risk assessment processes and guidelines, as well as being addressed explicitly in relevant documents. WS Insight reports on its performance in the annual Group Corporate Social Responsibility Report and the United Nations Global Compact Communication on Progress (COP).

WS Insight seeks to improve its human rights performance by referencing and implementing key international principles such as the United Nations Guiding Principles on Business and Human Rights, as well as relevant international conventions and standards such as those of the International Code of Conduct.

WS Insight continues to be involved in multilateral efforts to support human rights through organizations such as the United Nations Global Compact and the International Code of Conduct, as well as taking part in a wide range of other activities designed to promote the corporate responsibility to respect human rights.



Tony Sugden

CEO

1st May 2017