



HUMAN RIGHTS POLICY



MTM Engineering Human Rights Policy

Purpose of Policy

The purpose of this Human Rights Policy (the “Policy”) is to set out MTM Engineering’s commitment to ensuring that universally recognised fundamental human rights are protected and respected within its sphere of influence. MTM Engineering is committed to conducting its operations in a manner that does not violate these rights and that complies with applicable laws and the UN Guiding Principles on Business and Human Rights (UNGPs).

This Policy is guided by the international human rights principles encompassed in the Universal Declaration of Human Rights, including those contained within the International Bill of Rights, and the International Labour Organization’s (ILO) 1998 Declaration on Fundamental Principles and Rights at Work.

MTM Engineering pledges adherence to relevant human rights legislation, including the Irish Human Rights and Equality Commission Act 2014, as amended, and the UK Modern Slavery Act 2015, as well as other applicable local and international human rights laws and regulations.

Scope of Policy

This Policy applies to all MTM Engineering business activities, employees across all jurisdictions, and all facilities it manages. MTM Engineering expects that its business partners, suppliers, and associated entities, whose actions may impact MTM Engineering’s operations, will also uphold human rights and avoid any infringement.

The MTM Engineering’s Board is responsible for ensuring adherence to these commitments, while senior management oversees implementation and investigates any potential breaches.

Definition

According to the United Nations, human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Forced Labour, Human Trafficking, and Child Labour

MTM Engineering strictly prohibits all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, contemporary forms of slavery, and any form of human trafficking. MTM Engineering also prohibits the hiring of individuals under 18 years of age for any role involving hazardous work.

Diversity and Inclusion

MTM Engineering values diversity and supports the inclusion of all people with whom we work. We are committed to providing equal opportunities and do not tolerate discrimination or harassment of any kind. We maintain workplaces free from discrimination based on race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identity or expression, or any status protected by applicable law. Employment-related decisions - including recruitment, hiring, training, development, and compensation - are based solely on qualifications, performance, skills, and experience. We do not tolerate disrespectful behaviour, unfair treatment, retaliation, or harassment in any work-related setting.

Freedom of Association

MTM Engineering recognises and respects employees' rights to freedom of association in accordance with the ILO Core Conventions, including the rights to join or not join trade unions and to participate in collective bargaining.

Women's Rights & Empowerment

Women are integral to MTM Engineering's business model and growth strategy. MTM Engineering seeks to support and promote women's rights, equal economic participation, and skill development both within the company and throughout the value chain.

Safe and Healthy Workplace

The health, safety, and well-being of employees - including foreign and contract workers - are of utmost importance. MTM Engineering maintains a safe and healthy work environment in compliance with relevant health and safety laws and its Occupational Health and Safety Policy. We aim to identify, reduce, and prevent risks relating to accidents, injuries, and health issues.

Workplace Security

MTM Engineering is committed to a workplace free from violence, harassment, intimidation, discrimination, and other disruptive or unsafe conditions. These commitments are outlined in the MTM Engineering Employee Handbook and are maintained with full respect for employee privacy and dignity.

Work Hours, Wages, and Benefits

MTM Engineering compensates employees competitively relative to the industry and local labour markets. We comply with applicable laws governing wages, working hours, overtime, and benefits. We encourage work-life balance and support employee well-being through time-off policies, flexible scheduling, and access to our Employee Assistance Programme (EAP), which provides confidential mental health support for employees and their families.

Managing Human Rights Risk and Impacts

MTM Engineering is committed to continuously improving its ability to identify, assess, and manage human rights risks. This includes building awareness of human rights issues among employees, suppliers, and stakeholders.

Employee Reporting

MTM Engineering encourages open communication regarding working conditions and human rights concerns. Employees can raise concerns with local management or Human Resources and are encouraged to report suspected violations of this Policy confidentially via: confidential@mtm-engineering.com

Reports may be submitted in accordance with MTM Engineering's Whistleblowing & Protected Disclosures Policy. MTM Engineering prohibits retaliation of any kind against individuals who raise concerns in good faith. All reports will be investigated and addressed appropriately.

This Policy aligns with MTM Engineering's Code of Conduct and Supplier Code of Conduct.