



The Employee Owned Biostatistics CRO

PLUS-PROJECT HUMAN RIGHTS COMMITMENT

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Version Control Table

Version	Date of Version	Signed	Reason for Change	Areas Changed
1.0	14 May 2025		Initial version	N/A

This Human Rights Commitment will be reviewed every two years at a minimum.

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## Scope

At Plus-Project we operate with purpose and integrity building trust with our stakeholders and the communities in which we operate. We embrace an employee ownership model with accountability, opportunity, and responsibility; responsibility to each other, responsibility to our clients and responsibility to conduct ourselves in a manner becoming of a business owner. The impact of shared ownership permeates all our business dealings fostering a culture of excellence. Our Human Rights commitments express expectations of our employees, clients, and suppliers.

Our commitment to respect human rights and labour standards is in line with:

- Universal Declaration of Human Rights
- International Labour Organization (ILO) 1998 Declaration on Fundamental Principles and Rights at Work

These include ensuring the safety and well-being of employees, eliminating any forms of discrimination or exploitation, and maintaining strong ethical practices across our operations and supply chain.

This document sits alongside our

- [Employee Code of Conduct](#)
- [Supplier Code of Conduct](#)
- [Privacy Notice](#)
- [Cookie Notice](#)
- Employee Handbook
- Health & Safety Policy Details
- Company Policies and formal Procedures
- Plus-Project Key Performance Indicators Document

## Child Labour

Plus-Project will not employ children at our sites and will comply with laws regarding child labour. We will, however, offer work experience and/or apprenticeships where appropriate which comply with local laws and regulations.

## Modern Slavery (including forced labour and human trafficking)

Plus-Project will treat all people fairly and will not knowingly trade or partner with any organisation which is involved in, or has a poor track record of, modern slavery or human trafficking.

## Bribery & Corruption

Plus-Project operate ethical and honest business practices. We ensure our employees are trained in preventing bribery and corruption practices and implement these in our policies and processes where applicable. We operate fairly and transparently with employees, clients and suppliers.

## Working Hours & Fair Wages

Plus-Project provide every employee a written and clear contract detailing the terms and conditions of employment including remuneration and bonuses. We commit to upholding the fundamental human rights of our employees, maintaining fair and respectful working hours and wages by:

- paying wages that exceed the national living wage for each location working conditions

- ensuring that employee working hours do not exceed those set by local labour laws and international standards
- ensuring that our employees complete overtime on a voluntary basis and are not required to work beyond the legal maximum limits unless agreed upon. Where overtime is agreed, employees will receive compensation in accordance with agreed overtime pay laws.
- encouraging a work-life balance for all employees, recognising the importance of family, health and well-being, demonstrated through the flexible working arrangements and benefits that we offer.

Plus-Project is accredited as a UK Living Wage employer.

## Freedom of Association and Collective Bargaining

Plus-Project recognise that our employees have the right to freedom of association with others, and collective bargaining in line with the ILO Fundamental principles and rights at work.

## Equality of Treatment

Plus-Project prohibit discrimination based on race, colour, age, gender, sexual orientation, gender identity, ethnicity, religion, disability. Disciplinary and grievance procedures are clearly documented and communicated to all employees in our Employee Handbook. All employees are offered equality of treatment and access to training, recruitment, and working conditions across our sites.

## Health & Safety

Plus-Project offer our employees an extensive range of services to help with their physical and mental well-being as detailed in our Health & Safety Policy Details, as well as additional support for their families. All employees work in a safe environment.

## Due Diligence checks on Clients and Suppliers

Plus-Project will carry out Human Rights due diligence on clients and suppliers who operate in areas where conflict and corruption are widespread.

Plus-Project respect individual's right to privacy and confidentiality of personal information. We will not use personal data in a way that violates or compromises an individual's fundamental rights. We commit to operating transparent data handling practices that are compliant with relevant laws and regulations.

- Personal data will be collected, stored and used only for legitimate business purposes, and we will inform individuals of the purpose for which their data is collected and stored, gathering the minimum necessary. Data will be stored for as long as necessary for the purposes which is collected.
- Individuals have the right to access personal data that we hold about them. We have a Data Subject Request SOP which will be followed and will provide clear information on how their data are stored, used and shared. We will not share this data with unauthorised third parties.

## Measuring and Reporting

KPIs and metrics will be identified, reported and monitored in Plus-Project's quarterly and annual management reports. KPIs and metrics are located within Plus-Project's expanded KPI document (held externally from this document; Plus-Project Key Performance Indicators). Additionally, a selection of these KPIs will be included in our Annual Impact Report, shared publicly on our website. The process for raising and dealing with grievances and harassment is detailed in our Employee Handbook and the Code of Conduct. Incidents will be reported in our Quarterly Management Reports.

## Review

A member of the Plus-Project Board will review this commitment every two years and when there are changes in relevant legislation making improvements where necessary.