
Human Rights and Responsible Business Statement

Record plc

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Human Rights and Responsible Business Statement (the "Statement")

Record plc and its subsidiaries ("Record", "we", "our") is a global currency and asset manager, committed to conducting business in a responsible and ethical manner. This Statement formalises our long-standing commitment to uphold and respect human rights across our organisation, with a focus on our employees, the environment and our business operations. We comply with all laws and regulations in the jurisdictions we operate, whilst also being guided by internationally recognised human rights frameworks such as the UN Guiding Principles on Business and Human Rights and the eight core International Labour Organization (ILO) conventions.

As a signatory to the UN Global Compact, we are committed to aligning our operations and strategies with their ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. This policy is written in accordance with these principles.

Our People

Diversity and Inclusion

We uphold the principles of non-discrimination, equality, inclusion, and diversity in our recruitment, hiring, and promotion practices. We provide equal opportunities to all employees regardless of race, ethnicity, gender, religion, age, disability, sexual orientation, or any other characteristic protected by law as outlined in our Inclusion and Diversity Policy.

Modern slavery and human trafficking

We do not tolerate any form of forced labour, child labour, human trafficking, or modern slavery. More details can be found in our Modern Slavery and Human Trafficking Statement.

Freedom of association

We respect the rights of our employees to freedom of association and collective bargaining. We recognize the importance of open communication and constructive dialogue between management and employees to address concerns and improve working conditions.

Health, safety and well-being

We provide adequate training and resources to our employees to ensure their health, safety, and well-being in the workplace. We take proactive measures to identify and mitigate occupational health and safety risks, and we encourage employee participation in safety programs and initiatives.

Anti-harassment

We promote a work environment free from harassment, bullying, and discrimination. We have zero tolerance for any form of harassment or abuse, and we provide grievance mechanisms for reporting and addressing such incidents promptly and effectively.

Fair compensation

We ensure fair wages and working hours for all employees, in compliance with applicable laws and regulations, and have had no instances of non-compliance to labour standards. We support the right to a minimum living wage and commit to exceed the government minimum/living wage and set our pay and benefits at competitive levels to be in line with industry standards.

Working hours

We support work-life balance and flexibility to accommodate the diverse needs and responsibilities of our employees. We offer family-friendly policies, such as parental leave and flexible working arrangements, to promote the well-being and productivity of our workforce.

The Environment

Climate Change Strategy

Climate change is one of the greatest threats to human rights, posing a serious risk to fundamental rights to life, health, food and an adequate standard of living. Our climate change strategy is a key component of our wider sustainability strategy, and we are acutely aware of the potential risks, as well as the opportunities, brought about because of climate change. Our commitment to minimising our climate-related impacts and managing risks is aligned with our responsibility to our stakeholders. Our climate change strategy aims to reduce climate-related risks whilst supporting the transition to a low-carbon economy.

1. Net-zero transition within our operations and value chain: We will work to reduce the greenhouse gas emissions we produce and minimise our reliance on carbon offsets in our journey to be net-zero by 2050. We have set

interim emissions reduction targets for 2030, demonstrating our commitment to immediate climate action.

2. **Climate-integrated investment:** We will integrate environmental and climate-related factors into our investment process and seek to manage potential climate risks where relevant.
3. **Climate-focused engagement with stakeholders:** We believe in enhancing climate action through active stakeholder engagement, accelerating the transition to climate resilience within our own organisation as well as within wider society.
4. **Climate transparency and reporting:** Record aims to exceed stakeholder expectations in reporting, transparency and action on climate-related issues. We believe that transparency and reporting is key for progress, allowing us to be held accountable to public standards.

Our Business

Anti-corruption

We engage in transparent and fair business practices and do not tolerate corruption, bribery, or other unethical behaviour. Record has several policies related to anti-corruption, including our Code of Ethics, Gifts and Entertainment Policy and broader Compliance Manual. We also expect the same standards of conduct from our business partners.

Suppliers

We hold our suppliers, including sub-contractors and other third parties, to the same ethical standards to which we hold ourselves. Our suppliers are expected to adhere to our Supplier Code of Conduct and our Modern Slavery and Human Trafficking policy outlines how we mitigate adverse human rights impacts in our supply chain.

Privacy

We ensure that personal data is accurate and is processed in a manner that ensures appropriate security of the personal data. We protect against unauthorised or unlawful processing and against accidental loss, destruction, and damage, using appropriate technical or organisational measures. All personal and company data is kept private with strict security and is processed in adherence to all applicable laws and regulations in the countries in which we operate.

Client Engagement

We ensure fair and transparent practices in all our interactions with clients.

Community Impact

We engage with the communities in which we operate, respecting their rights and contributing to their social and economic development through responsible business practices, philanthropic initiatives, and partnerships with local organizations.



record

Listen
Understand
Deliver

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