

HANOVER

Human Rights Policy

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Human Rights Policy

Background

Human rights are fundamental principles which allow any individual to lead a dignified independent life, free from abuse and violations. These basic rights include freedom of speech, privacy, health, life, liberty and security, as well as access to clean water and sanitation and an adequate standard of living. We live in an increasingly globalised society and the upholding of these rights remains as important as ever in today's complex and uncertain world. Some human rights violations, such as modern slavery, are serious crimes where some of the most vulnerable people in society are exploited from criminal gain.

At Hanover, we have a long history of respecting human rights in the UK and standing up for those values internationally. As an employer, our business was founded on the understanding that we are only as strong as the communities which we trade. We strive to be a fair partner – paying a fair price to suppliers, supporting charities and ensuring good working conditions for everyone working in our business. This principle is still at the heart of how we do business today.

Our commitment

Hanover is committed to respecting internationally recognised human rights in line with the principles and guidance contained in the United Nations (UN) Guiding Principles on Business and Human Rights. We believe respecting human rights is of growing importance to our employees, customers and consumers. There is both a business and moral case for ensuring that human rights are upheld across our business.

Hanover has policies and processes in place to identify, prevent or mitigate human rights risks, including the risk of modern slavery and remediate any adverse impact our operations have caused or contributed to. We will not tolerate or condone, abuse of human rights within any part of our business and we will take seriously any allegations that human rights are not properly respected. We place importance on the provision of effective remedy wherever human rights impacts occur through company-based grievance mechanisms. We are committed to building awareness and knowledge of our employees on human rights encouraging them to speak up, without retribution, about any concerns they may have.

Your responsibilities

To ensure that human rights abuses do not occur in the any part of our business, we all have a duty to raise any concerns we might have. Our colleagues and suppliers are responsible for ensure that they understand our commitments in relation to Human Rights as set out in this policy, and for speaking up about any concerns that they might have as a result.

Compliance

This policy is applicable to Hanover employees and those working on its behalf for example contractors. Suppliers must also comply with their responsibilities as set out in this policy.

Non-compliance could lead to allegations from individuals or reputational risk for the business. If employees are therefore found to have knowledge of any human rights abuses in any part of the business, this could result in disciplinary action which could lead to dismissal.

Compliance within this policy will be monitored within each business area.

Reporting and Queries

Concerns can be raised directly through line management or HR for employees. We have a Grievance Policy available on our SharePoint page.