



Human Rights Policy



Vyta Human Rights Policy

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1. Scope

This policy applies to all Senior Managers, Managers, Employees and Temporary Staff of Vyta as well as contractors and Suppliers that provide resources for or on behalf of Vyta.

2. Responsibilities

The Chief Operations Officer is responsible for ensuring this policy is maintained and adhered to.

3. Expectations

- Vyta Secure Ltd (Vyta) is committed to meeting our responsibility to respect human rights as defined by the [United Nation's International Bill of Rights](#) and the [ILO's Declaration on the Fundamental Principles and Rights at Work](#). This commitment extends to our employees, our suppliers, our stakeholders and the communities in which Vyta and our suppliers operate. We conduct our business in an ethical and socially responsible manner, integrating sustainability considerations into decision-making at all levels of the company.
- Along with our suppliers and stakeholders, we take personal and collective responsibility to:
 - Operate according to all laws and regulations in the countries in which we work.
 - operate to the highest standards of health and safety and business ethics, as well as all relevant laws and regulations, as detailed in our Code of Conduct & Business Ethics Policy.
 - create a working environment that is equitable, diverse, and inclusive, and supports safety and wellbeing.
 - ensure that our operations avoid or minimises negative social and environmental impact.
 - actively assess risk and monitor operations to ensure that Modern Slavery, in all forms, is absent from our organisation and supply chain.
 - respect the right of privacy for our people, our clients and our suppliers, and manage personal data in line with GDPR and related applicable laws.
 - always speak up if we suspect any potential breach of these human rights.
 - only work with suppliers and stakeholders whose commitment to ethical business conduct mirrors our own.
- We encourage our employees and suppliers, to speak about any concerns. We will not tolerate retaliation or reprisal against any workers, suppliers, or others for having reported suspected violations of this Policy.
- If a Vyta employee, supplier or stakeholder has reason to believe that a legal or ethical Human Rights violation has occurred, it is their duty to report it to their line manager, company contact or Vyta's People department (peopledepartment@vyta.com). Our policies forbid any form of retaliation against you for fulfilling this obligation.

- This Human Rights Policy is approved by Vyta’s Board of Directors. Responsibility to implement the policy sits with the Executive Leadership Team, and guidance for continued policy review and development is the responsibility of the ESG Committee.

4. Reporting, Recording and Transparency

- Every Allegation of Human Rights Breaches will be investigated, promptly and documented.
- Employees and third parties can report concerns confidentially and without risk of retribution.

5. Objectives and Targets

- To ensure continuous improvement and alignment with our Policy commitments, Vyta establishes measurable objectives and targets for. These targets are documented in the **Vyta Objectives & KPI Plan**, which is aligned to the relevant policy, these are reviewed and updated annually.
- The plan includes:
 - Specific, measurable goals linked to this policy
 - Timelines and responsible parties
 - Progress monitoring and reporting mechanisms

6. Monitoring and Reporting

- KPIs:
 - Tracked monthly in a QESS dashboard; reviewed by the Executive Team quarterly.
- Audits
 - Planned internal audits, covering all our legal obligations and accreditation requirements.
 - Semi-annual audits for ISO 9001/14001/45001 / 27001 / 14068, ADISA and R2v3; annual external certification audits.
- Incident & Nonconformity Management:
 - Root cause analysis (5Why, Ishikawa), CAPA tracking, effectiveness verification.
- Stakeholder Reporting
 - Publish an annual Sustainability Report with targets, performance, and assurance statement.

- Whistleblowing & Grievance
 - Confidential channels for employees and suppliers; non-retaliation guaranteed.

7. Continuous Improvement

- Use **P-D-C-A** (Plan-Do-Check-Act) to drive improvements; set annual objectives.
- Engage employees through kaizen ideas, recognition programs, and cross functional improvement projects.

8. Policy Approval and Review

- This policy is approved by Executive management and is reviewed annually or when significant changes occur in business operations or legal frameworks.