



Human Rights Policy

Respect for human rights

***Respect for human rights is a fundamental value at NBK
Bathrooms and Kitchens.***

At NBK Bathrooms and Kitchens, we believe that respect for human rights is fundamental to the success of our business and the well-being of our employees, clients, and communities. We are committed to upholding the highest standards of ethical conduct in all our operations.

By fostering a culture of respect, fairness, and dignity, we aim to contribute positively to society and ensure that our business practices reflect these core values. Human rights are at the heart of our operations and are integral to our long-term success.

We apply due diligence to identify, prevent, and address human rights risks to individuals within our business and our wider value chain. Where adverse human rights impacts are caused by, or directly linked to, our activities, we are committed to providing or cooperating in fair and equitable remediation. We also promote access to remedy where we are connected to such impacts through relationships with third parties.

This Human Rights Policy is overseen by the Director of NBK Bathrooms and Kitchens.



Our Commitment to Human Rights

We are committed to creating an inclusive, fair, and safe environment for all individuals associated with NBK, whether they are employees, customers, suppliers, or partners.

This commitment is evident in the following key principles:



Diversity and Inclusion

At NBK we are committed to equal opportunity and are intolerant of discrimination and harassment. We ensure that every individual regardless of their race, gender, age, disability, sexual orientation, or religion, is treated with dignity. The basis for recruitment at the company is qualifications, performance, skills and experience. We celebrate diversity and strive to create an environment where everyone feels valued and empowered.



Safe and healthy workplace

The health and safety of our team members, customers and contractors is a priority.

We follow industry best practices and comply with all relevant health and safety laws to ensure that our working environments are safe and healthy. We do this by addressing and remediating identifying risk or accidents, injury and health impacts.



Work hours, wages and benefits

We are committed to fair employment practices, ensuring all employees are provided with fair wages. We compensate team members competitively relative to the industry and local labour market, and in accordance national laws. We work to ensure full compliance with applicable wage, work hours, overtime and benefit laws.



Workplace security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for team members are provided, as needed, and are maintained with respect for team member privacy and dignity.



Freedom of association

NBK respects the right of employees to freely join trade unions, engage in collective bargaining, and express their views in a constructive and respectful manner. We believe that open dialogue and mutual respect are essential to a productive work environment.



Healthy lifestyle

At NBK, we support the health and wellbeing of our team by promoting a balanced lifestyle. We encourage regular breaks, manageable workloads, and open conversations around mental and physical health. Our workplaces are kept safe and clean, and we advocate for healthy choices, and a positive work-life balance.

Guidance and Reporting for Employees

NBK encourages all employees to take an active role in supporting our commitment to human rights.

Guidance and support

- Employees receive clear guidance on this policy and their responsibilities.
- Managers are available to discuss any questions or concerns related to human rights practices.
- Internal documentation and resources are made accessible for reference and understanding.

Reporting concerns

- Any employee who suspects a breach of this policy or experiences unfair treatment is strongly encouraged to report it.
- Reports can be made confidentially to a line manager or HR.
- NBK will treat all reports seriously, investigate promptly, and take appropriate action.

Protection from retaliation

- Employees who report concerns in good faith will be protected from retaliation.
- NBK does not tolerate any form of intimidation or victimisation against whistleblowers.

Implementation and monitoring

- Integrating human rights considerations into company policies and procedures.
- Providing training to employees on human rights issues relevant to their roles.
- Monitoring compliance and address any violations promptly.

Continuous improvement

- Regularly review and update this policy to reflect evolving standards.

