Human Rights Statement

Issue No: 015
Date Issued: NOV17
Approved by: CEO
Author: COMPLIANCE
Owner (Dept): COMPLIANCE
Date Reviewed: MAR26
End User: MAST STAFF

Purpose and Scope

MAST is committed to upholding and respecting human rights in all our operations and business relationships. As a UK-based provider of security and risk management services operating globally, we recognize the potential impact our activities can have on individuals and communities, especially in complex or high-risk environments.

This policy applies to all employees, contractors, consultants, and business partners across all locations and operations.

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2. Our Commitment

We commit to respecting all internationally recognized human rights as outlined in:

- The **Universal Declaration of Human Rights**
- The **International Covenant on Civil and Political Rights**
- The **International Labour Organization (ILO) Core Conventions**
- The **UN Guiding Principles on Business and Human Rights (UNGPs)**

We also uphold the **Voluntary Principles on Security and Human Rights**, which guide companies in maintaining the safety and security of their operations while ensuring respect for human rights and fundamental freedoms.

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3. Key Areas of Focus

a. Non-Discrimination and Equal Opportunity

We provide a safe and inclusive work environment where all individuals are treated fairly, with dignity and respect, regardless of race, ethnicity, gender, age, religion, disability, sexual orientation, or any other protected characteristic.

b. Labour Rights
We support fair wages, reasonable working hours, freedom of association, and the right to collective bargaining. We do not tolerate forced, bonded, or child labour in any part of our business or supply chain.
c. Use of Force
As a security and risk management company, we are committed to the **proportionate and lawful use of force**. All personnel are trained to adhere to applicable international laws and standards, including rules of engagement and use-of-force protocols.
d. Privacy and Data Protection
We respect the right to privacy and are committed to protecting personal data in line with GDPR and other applicable data protection laws.
e. Community Engagement
In all regions where we operate, we aim to engage respectfully with local communities, minimize negative impacts, and contribute positively to social development.

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4. Human Rights Due Diligence
We assess actual and potential human rights risks related to our operations, including those linked to our supply chain and partners. We integrate these assessments into our risk management processes and take steps to prevent or mitigate adverse impacts.

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5. Grievance Mechanisms and Remediation
We provide accessible and confidential channels for individuals and communities to raise concerns related to our operations. We commit to investigating grievances promptly and providing fair and effective remedies when we have caused or contributed to harm.

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6. Training and Awareness
All staff, especially those in frontline roles, receive training on human rights, appropriate conduct, and use-of-force standards. We ensure our business partners and subcontractors are aware of and agree to uphold our human rights standards.

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7. Governance and Accountability
Responsibility for human rights lies with the CEO supported by senior leadership. We regularly monitor our human rights performance and report annually on progress and challenges.

8. Review and Continuous Improvement

This policy will be reviewed annually and updated as necessary to reflect evolving laws, standards, and operational realities. We remain committed to ongoing learning and improvement.

Signed,



Phillip Cable
CEO
31/03/2025