



Labor Rights Policy

Our employees are the essence of our company. We are committed to providing fair, equal, and empowering working conditions and opportunities for all employees.

Our company operates as a team and we have designed our labor rights policy to reflect our strong conviction that each of us deserves dignity and fair treatment in our work environment. Our labor rights policy includes our commitment to upholding the International Labour Organization's *Declaration on Fundamental Principles and Rights at Work* and adhering to all four of the UN Global Compact's *Labour Principles*.

We support employees' freedom of association and right to collective bargaining

Plymouth is committed to supporting freedom of association and recognizes the right to collective bargaining. This includes assuring no discrimination with respect to union organizing or membership, and providing no interference with any union organizing or membership activities.

We oppose all forms of forced labor

Plymouth believes in preventing and eliminating all forms of forced or compulsory labor and all forms of human trafficking. Plymouth does not use, benefit in any way from, nor tolerate any form of forced labor. Vendors and suppliers are required to assure they do not use any form of forced labor.

We support preventing and eliminating all child labor

Plymouth is committed to upholding the prevention and elimination of all child labor. No one may work at Plymouth who is under 18 years of age, except for part-time, light office work in developmentally appropriate roles for children 15 – 17 years old. All vendors and suppliers are required to assure they do not employ any children under 18 years of age in any full-time or hazardous work, or any children under 15 years of age in work of any kind.

We are committed to having no discrimination in our employment practices

Plymouth's policy is to not discriminate in any of our employment practices, including recruitment, compensation, working hours, employment security, job assignments, performance assessments, promotions, or employee health and safety on the basis of race, color, sex, gender, pregnancy, religion, political opinion, nationality, social origin, age, disability, HIV/AIDS status, union membership, sexual orientation, or genetic predisposition.

We support diversity and equal opportunity

Plymouth is committed to providing equal opportunities for all our employees regardless of age, gender, or race, and to increasing the diversity of our workforce across our organization, including within our governing and management bodies.