

BeaverFit Limited; Human Rights & Anti-Slavery Policy

- Effective Date: 08/01/2026.

BeaverFit Ltd is committed to upholding and promoting fundamental human rights and to preventing all forms of modern slavery, forced labour, and human trafficking within our business operations and supply chain.

We recognise our responsibility to respect the dignity, freedom, and rights of all individuals and are committed to ensuring that all work associated with BeaverFit Ltd is undertaken voluntarily, safely, and ethically. We will not knowingly be complicit in any human rights violations and expect the same standards from our suppliers, contractors, and business partners.

BeaverFit Ltd supports the principles set out in the United Nations Global Compact and is committed to ensuring that our business activities do not contribute to human rights abuses.

Scope

This policy applies to:

- All BeaverFit Ltd employees, directors, and officers
- All contractors, subcontractors, suppliers, and business partners
- All locations and operations where BeaverFit Ltd conducts business

Freely Chosen Employment

- All employment with BeaverFit Ltd must be freely chosen
- Forced, bonded, indentured, or involuntary prison labour, slavery, or human trafficking will not be used or tolerated
- Employees shall not be required to lodge identity papers or deposits as a condition of employment
- Workers are free to leave employment subject to reasonable notice in accordance with their contract and applicable law

Prohibition of Child Labour

- BeaverFit Ltd does not employ child labour under any circumstances
- All employees must meet the minimum age requirements established by applicable local and national laws

Wages, Working Hours, and Benefits

- All workers shall be paid at least the minimum wage required by applicable local legislation
- Working hours, overtime, rest periods, and benefits will comply with relevant employment and labour laws
- Employees shall receive legally mandated benefits and compensation for overtime where applicable

Humane Treatment

- BeaverFit Ltd is committed to providing a working environment that is respectful and free from abuse
- No worker shall be subject to harassment, intimidation, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse
- Threats of such treatment are strictly prohibited

Equality, Diversity, and Non-Discrimination

BeaverFit Ltd is committed to equality of opportunity and a workplace free from unlawful discrimination or harassment, including on the basis of:

- Race, colour, nationality, or national origin
- Religion or belief
- Sex, pregnancy, gender identity, or sexual orientation
- Age or disability
- Marital status, HIV status, military or veteran status
- Any other status protected by applicable law

Freedom of Association and Collective Bargaining

- Employees have the right to communicate openly with management on matters affecting their employment
- Workers may freely choose to associate or not associate with third-party organisations or trade unions in accordance with local laws
- BeaverFit Ltd respects the right to collective bargaining where permitted by law

Workplace Health and Safety

BeaverFit Ltd is committed to providing a safe and healthy working environment, including:

- Protection from workplace hazards
- Provision of appropriate personal protective equipment where required
- Access to clean toilet facilities, potable water, and suitable food preparation and eating areas
- Systems for managing, reporting, and investigating occupational injuries and illnesses
- Established emergency response procedures

Supply Chain Due Diligence

- BeaverFit Ltd undertakes vetting of suppliers prior to entering contractual arrangements
- As part of this process, suppliers are required to provide evidence of their own modern slavery and human rights policies
- By maintaining strong relationships and active engagement with suppliers, BeaverFit Ltd seeks early visibility of potential risks and issues within the supply chain

Reporting Concerns

Employees and stakeholders are encouraged to report any concerns relating to human rights or modern slavery without fear of retaliation. Reports will be treated seriously, confidentially where possible, and investigated appropriately.

Review and Governance

This policy will be reviewed periodically to ensure it remains appropriate, effective, and aligned with legal and ethical standards.



Mr. Thomas Beaver.

Owner & Founder; BeaverFit Ltd.

08/01/2026.