

Human rights policy

September 2025



Introduction

Tritax Management LLP (“Tritax”) respects and supports internationally proclaimed human rights. We work to guard against complicity in human rights abuses and comply with all applicable labour and employment laws. We are guided by relevant internationally recognised principles.

Scope

This policy relates to all Tritax employees, all suppliers to Tritax and all assets under management.

Human rights commitments

We are committed to acting in accordance with the UN Guiding Principles on Business and Human Rights (UNGP), the UN Global Compact, of which we are a signatory, and the international standards set out by the eight core International Labour Organisation (ILO) conventions and recommendations. We take active steps to ensure that we are not complicit in any human rights violations and assess the impacts of our operations and supply chains on human rights on a regular basis. Where we identify that we have caused or contributed to adverse human rights impacts, we will take appropriate action to provide for or cooperate in their remediation.

We expect our employees and suppliers to adhere to and act in accordance with these principles and commitments, and we have set minimum standards in the following areas:

1. Child labour

We expect our suppliers to adhere to applicable laws and regulations concerning minimum working age, and to strictly prohibit the employment of young persons below the age of 15 (subject to exceptions permitted by national law or the ILO); and to protect and promote the special interests of employees under 18 by allowing them access to education, limiting employment during typical resting hours, and ensuring no exposure to working conditions that are likely to jeopardise their health and safety or morals.

2. Forced labour

We expect our suppliers to strictly prohibit the use of forced labour, whether in the form of slave labour, indentured labour, bonded labour, coercion of any employee through any means, or any other forms.

3. Abuse and harassment of labour

We expect our suppliers to strictly prohibit any kind of harassment, intimidation, bullying or abuse of any employee, including through the threat of physical punishment, disciplinary action, physically, sexually, racially, psychologically, or verbally.

4. Freedom of association and collective bargaining

We expect our suppliers to allow employees the freedom of association and collective bargaining in accordance with applicable laws and regulations.

5. Discrimination

We expect our suppliers to treat employees fairly and not discriminate (in any aspect of employment) on factors such as race, gender, colour, caste, religion, ethnicity, sexual orientation, disability, age, marital status, health, pregnancy, union membership, political affiliation, or national origin.

6. Wages and benefits

We expect our suppliers to ensure employees are paid a fair wage, according to at least the legal minimum standards or appropriate industry standards, whichever is higher.

7. Working hours

We expect our suppliers to ensure employees do not work excessive hours, in accordance with national laws, collective agreements and the provisions of the relevant ILO standards on working time. In the absence of applicable laws or collective agreements, normal working hours shall not on a regular basis exceed a maximum of 48 hours per working week, or 60 hours per working week including overtime, and employees shall be allowed at least one day of rest in every seven-day period.

8. Land rights

We expect our suppliers to respect the land rights of communities, including indigenous peoples.

9. Access to remedy

We expect our suppliers to provide a right to remedy for their employees through an accessible, trusted and fair grievance process.

10. Human trafficking and Modern slavery

We expect our suppliers to manage and mitigate the risk of human trafficking and modern slavery as well as prevent all forms of human trafficking and modern slavery within their own operations and supply chains.

11. Children's rights

We expect our suppliers to respect and support the rights of children in line with the UN Convention of the Rights of the Child (UNCRC).

Guidance and reporting

We are committed to creating workplaces in which open and honest communications among all employees are valued and respected. Our policy is to follow all applicable labour and employment laws wherever we operate.

Tritax has a Whistleblowing Policy and Procedure that can be used to report any concerns relating to human rights. See the Whistleblowing Policy for details.

Henry Franklin

Partner, Chief Operating Officer

Tritax Management LLP