

## INVER DESIGNS DAC

### HUMAN RIGHTS POLICY

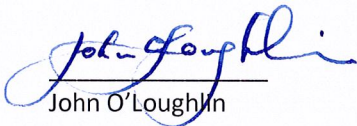
Inver Designs DAC recognises the potential the company's activities may have on basic principles and rights at work, therefore the company's operations will be carried out in such a manner as to ensure, as far as is reasonable practice, a high standard of ethical awareness is adopted and maintained.

In order to deliver and maintain high standards of ethical care, the company will:

Commit to the eight principles of the International Labour Organizations fundamental conventions:

1. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
2. Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
3. Forced Labour Convention, 1930 (No. 29)
4. Abolition of Forced Labour Convention, 1957 (No. 105)
5. Minimum Age Convention, 1973 (No. 138)
6. Worst Forms of Child Labour Convention, 1999 (No. 182)
7. Equal Remuneration Convention, 1951 (No. 100)
8. Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Signed,



John O'Loughlin

Chief Executive