



Human Rights

We fully support the principles set out in the UN Declaration of Human Rights, in particular with regard to equal opportunity and freedom from discrimination. We have effective management systems in place to protect human rights. Our Code of Business Principles (see our Corporate Governance report on page 71) covers human rights issues including employment principles, health and safety, anti-bribery and corruption and the protection of personal information. The Code also highlights that we seek to provide an environment where employees can raise any concerns via a variety of mechanisms, including a whistleblowing hotline known as 'CodeLine' which is managed by an external third party, and a network of Ethics Champions across the Group where issues can be raised in confidence. A global awareness programme is planned for 2019/20 to promote CodeLine.

The business has remedial processes in place should there be any human rights infringements. These include claims procedures and trade union engagement procedures.

Equality and diversity

We treat our employees fairly and equally irrespective of their gender, transgender status, sexual orientation, religion or belief, marital status, civil partnership status, age, colour, nationality, national origin, disability or trade union affiliation. Our commitment to achieving an inclusive and diverse workforce can be demonstrated by the following initiatives and activities:

- By working with our recruitment partner Optamor we have introduced changes to our recruitment process, which seeks to remove bias. For example, CVs are now provided to our managers absent of details not relevant for the role, such as gender and name. By working with Optamor we are also starting to see a richness of management information allowing us to assess our talent acquisition process and start using data to inform decisions



Energy saving awareness

Energy efficiency in the workplace cuts costs, improves competitiveness and helps to safeguard profits and employment. It also reduces our impact on the environment by reducing carbon dioxide emissions, helping to combat climate change.

During the year, De La Rue Malta launched 'DLR Unplugged', an energy awareness campaign to improve understanding amongst employees on our

energy consumption and giving practical advice on energy saving measures for the workplace and home.

The initiative included presentations by representatives from the 'Energy and Water Agency' a governmental agency that specialises in the drafting and implementation of national policies on water and energy.



Gateshead clean water initiative

Our Gateshead site has partnered with Hydro Industries Ltd, a water technology start up in Wales to see if they could help find a way to minimise the chemicals needed to clean the effluent and recover as much purified water as possible. Following a successful week long trial, Hydro Industries designed a custom made solution for the Gateshead plant and signed a £500,000 contract with De La Rue to support them in reducing wastewater. This will be done by installing a reverse osmosis unit, which recycles the waste and splits it from the clean water. Half of the clean water will be put back into the effluent water treatment plant which dilutes the chemicals needed for the process, making it less damaging to the environment and reducing costs. The other half will go back to Northumbrian Water for wider consumption.

The new technology will be installed by summer 2019 and, once fully operational, staff at the plant will be trained to operate and maintain it. If the new project is successful there is potential for it to be rolled out at other De La Rue sites.