



Accelya Human Rights Statement 2023

Version 0.1

August 2023

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Revision History

Version	Date	Amendments	Author	Approver
0.1		First version	Laurent Mather	Robert Wilson

Security Classification

Select one	Level	Definition
<input checked="" type="radio"/>	Public	Information that may be broadly distributed without causing damage to the organization, employees and stakeholders.
<input type="radio"/>	Internal	Information that can be distributed within the company.
<input type="radio"/>	Confidential	Sensitive information available within a group of people which must not be disclosed outside the organization without explicit permission of document owner.
<input type="radio"/>	Highly Confidential	Highly sensitive and critical information meant for a limited group which must not be disclosed outside the organization without explicit permission of document owner.

Distribution

Name



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1. Human Rights Statement

Human Rights

At Accelya we are committed to upholding Human Rights and especially to treat people with dignity and respect, to foster a culture of diversity and inclusion, to actively promote equal opportunities for all.

We uphold and are committed to the principles of the United Nations Universal Declaration on Human Rights (available [here](#)).

We demonstrate our commitment to Human Rights as signatories to the United Nations Global Compact and through our Code of Conduct which sets out our expectations for all our employees.

Our People

We value diversity and are committed to creating an inclusive culture and will not tolerate any form of discrimination or harassment of our employees. We are an equal opportunity employer. Employment opportunities are available regardless of ethnicity, religion, national origin, sex and sexual orientation, age, marital status or disability.

The health and safety of our employees and visitors to our premises is of paramount importance to Accelya and we are committed to ensuring that we undertake our business in such a manner that we do not harm the health or safety of our employees or anyone else affected by our activities products or services.

We are committed to complying with all national and international Health and Safety laws and regulations in all countries in which we operate.

We encourage all employees to report any concerns, suspected or confirmed, through our whistleblowing service, without fear of retaliation.



Our Supply Chain

We have a global complex and diverse supply chain, the majority of our business is the provision of professional and technological services to major business across the world and as such we do not produce physical goods.

Our relationship with our suppliers is an integral part of our commitment to Human Rights and trading both ethically and sustainably. We therefore endeavour to extend these standards to all our suppliers and partners. Our Supplier Code of Conduct identifies the mandatory minimum requirements of doing business with Accelya and we require all our suppliers and business partners to commit to it or to provide evidence of their own commitment to upholding human rights.

On behalf of Accelya Group Limited

Sam Gilliland – Chief Executive Officer