

RIGHTMOVE PLC & SUBSIDIARY COMPANIES

(‘the Company’, or ‘Rightmove’)

HUMAN RIGHTS POLICY (‘POLICY’)

Summary

Rightmove is committed to respecting the human rights and dignity of our employees, and individuals within our supply chain, the customers we serve and the communities in which we live.

We recognise that everybody deserves to be treated equally and with dignity and respect and we strive to create a culture that upholds high standards of ethical behaviour.

This Policy sets out how Rightmove will respect and protect human rights.

Code of Conduct

Rightmove’s Code of Conduct states: ‘Rightmove aims to be a supportive and inclusive employer with a diverse workforce, free from all forms of discrimination, harassment, bullying or victimisation. All members of the workforce are required to adhere to Rightmove’s Equality policy and Anti-harassment and Bullying policy.’

Scope

This Policy applies to all Rightmove directors, employees, suppliers, contractors and consultants providing services to Rightmove.

What are Human Rights?

Human rights are the basic rights and freedoms that belong to every person and include life, liberty, freedom of speech, privacy, health and security together with access to clean water and an adequate standard of living.

Commitment

Our commitment is to:

- respect internationally recognised human rights in line with the principles and guidance contained in the United Nations (UN) Guiding Principles on Business and Human Rights; International Bill of Human Rights; and International Labour Organisation’s (ILO) Core Convention
 - promote diversity, inclusion and equal opportunities
 - not tolerate any form of discrimination including but not limited to age, gender, disability, ethnicity, colour, sex, religion, sexual orientation or social origin
 - provide clear written employment contracts
 - ensure that working hours are reasonable and legally compliant
 - promote and protect health and safety in the workplace
-

- ensure that wages and benefits meet national standards, maintaining our Living Wage accreditation
 - provide equal remuneration for equal work
 - respect the right of workers to freedom of association and collective bargaining
 - not tolerate any form of modern slavery including child labour
 - not tolerate or condone the abuse of human rights within our business or supply chain and take seriously any allegations of human rights abuses
-

Implementation Rightmove will fulfil these commitments by:

- ensuring that there is Board level oversight of human rights
 - seeking to identify and prevent the abuse of human rights throughout our operations
 - considering human rights in our internal risk processes including our supplier due diligence processes
 - embedding and maintaining a workplace culture that promotes respect for Human Rights.
-

Your Responsibility To ensure that human rights abuses do not occur in any part of our business or our supply chain, we all have a duty to show respect for Human Rights and raise any concerns that may arise.

Reporting We encourage any employee to report Human Rights concerns immediately to their manager, Human Resources or through the whistleblowing hotline.

Our customers and suppliers can report grievances through their relationship manager.

We expect our suppliers and contractors to also have in place processes to enable their own staff to report any concerns.

Policy contacts **Contacts**

Please contact our Company Secretary if you have any questions or concerns about compliance with this policy.

Company Secretary:
CompanySecretary@rightmove.co.uk

Policy Owner

Chief People Officer

Date approved Approved by the Risk Committee on 12 July 2024

Related Policies

- Code of Conduct
- Modern Slavery Statement
- Board Diversity, Equity and Inclusion Policy
- Equality Policy
- Supplier Code of Conduct
- Whistleblowing Policy
- Financial Crime policy
- Procurement Policy
- Third party Supplier Risk Management Policy