



TENTH
REVOLUTION

Human Rights Statement

This statement describes the behaviours observed by all companies under the Tenth Revolution Group ('the Group') umbrella. These include Frank Recruitment Group and Revolent Group.

April 2024

Overview

Tenth Revolution Group ('the Group') is a global leader in tech talent services. Through our portfolio of companies, we deliver a range of services to organisations looking to build their workforce or utilise additional resources for cloud implementation.



UN Global Compact

Tenth Revolution Group ('the Group') is committed to upholding and promoting human rights in all aspects of our operations. As a global leader in cloud talent services, we recognise our responsibility to respect and protect the fundamental rights of all individuals, both within our organisation and within the broader communities in which we operate.

The Group is a participant in the United Nations Global Compact, supporting the 17 Sustainable Development Goals as defined by the United Nations. In particular, the Group is aligned to the following goals:



Good health and wellbeing



Quality Education



Gender Equality



Decent work and economic growth



Climate Action

In order to further establish our commitment to equality, diversity and inclusion, the Group is also a signatory of the United Nations Women's Empowerment Principles and participated in the 2022-2023 United Nations Target Gender Equality program.

The Group is an equal opportunity employer and is fully committed to practices that promote a fair and equitable workplace for all employees.

Purpose

The purpose of this statement is to set out our responsibilities as a Group, and employees' personal responsibilities.

Scope

This statement covers all employees of the Group, including all levels and grades, whether permanent, fixed-term or temporary (collectively referred to as "employees" in this statement.) We are bound by various laws in respect of our conduct in the territories where we operate. This statement covers all dealings with clients, partners, vendors, umbrella companies, management companies, candidates and any other person our employees deal with, regardless of where they originate.



What our Policies Cover

Respect for Human Dignity

The Group will take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications without regard to race, colour, ethnic origin, nationality, national origin, religion or belief, veterans' status, sex, sexual orientation, gender reassignment, age, marital or civil partnership status or disability (each a "Protected Characteristic," collectively, the "Protected Characteristics"). The Group will also take all reasonable steps to provide a work environment in which all employees are treated with respect and dignity and is free of harassment based upon an employee's Protected Characteristic. The Group will not condone any form of harassment, whether engaged in by employees or by outside third parties who do business with the Group.

Labour Standards, Wages and Benefits

We support and adhere to the fundamental labour rights of our employees as outlined in the International Labour Organisation (ILO). We ensure fair and equal employment opportunities, provide competitive remuneration and promote a healthy work-life balance. We prohibit forced labour, child labour or any exploitative practices.

Freedom of Association and collective bargaining

We respect our employees' freedom to associate and discuss the terms and conditions of their employment. We also abide by and follow all collective bargaining agreements around the globe applicable to our employees.

What our Policies Cover

Anti-discrimination

We are committed to providing equal employment opportunities to all individuals. Our recruitment and hiring process are based solely on merit, qualifications and skills.

Employees should draw the attention of their Manager or a representative of the Group's Human Resources function to suspected discriminatory acts or practices or suspected cases of bullying or harassment. Managers or HR to whom any cases are reported must not victimize or retaliate against the employee who has made any allegations or complains of discrimination, bullying or harassment or who has provided information against anyone who has engaged in such conduct. Such behaviour will be treated as potential gross misconduct.

A full version of our employee policy can be found in our Employee Handbook. It covers:

- How to recognise different forms of discrimination, harassment and bullying;
- How to report allegations of discrimination, harassment and bullying; and
- How the Group will act on any allegations of discrimination, harassment or bullying.

What our Policies Cover

Privacy and Data Protection

We respect the privacy and confidentiality of personal information entrusted to us. We handle all employee data in compliance with applicable data protection laws and regulations, ensuring appropriate security measures to safeguard against unauthorised access, use or disclosure. Our external data privacy notice can be found at www.tenthrevolution.com.

Training and Promotion

The Group provides training to all employees to help them identify discriminatory acts or practices, acts of harassment or bullying. The Group also provides training to all employees to help them understand their rights and responsibilities in relation to dignity at work and what they can do to create an inclusive work environment. Where a promotional system is in operation it will not be discriminatory and it will be checked from time to time to assess how it is working in practice.

What our Policies Cover

Recruitment, Advertising and Selection

All recruitment processes will be conducted in such a way as to result in the selection of the most suitable person for the job in terms of relevant experience, abilities and qualifications. The Group is committed to applying its equal opportunities policy statement at all stages of recruitment and selection.

Safe and Healthy Work Environment

We are dedicated to providing a safe and healthy work environment for all our employees. We prioritize occupational health and safety measures, aiming to prevent accidents, injuries and work-related illnesses. We comply with relevant laws and regulations to ensure the wellbeing of our workforce.

Supplier and Business Partner Responsibility

We expect our suppliers and business partners to adhere to the same high human rights standards we uphold. We strive to work with organisations that share our commitments to human rights, promoting responsible business practices throughout our supply chain.

Modification

The Group expressly reserves the right to change, modify or delete the provisions of this Policy without notice.

Governance and oversight

This Statement is ultimately governed by the Tenth Revolution Group Executive Board.

Signed: Lewis Miller, Chief Financial Officer and TRG Executive Board member

Environmental Statement		Rev No: 002 Rev Date: 03.07.23
Author	Approved By	Review Period: Annual
V1 - Rosie Ifould	Lewis Miller	
V2 – David Liebman, Caroline Fox, Elle Parker	Lewis Miller	



E: info@TenthRevolution.com

W: www.TenthRevolution.com

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