

Human Rights Policy

National Express Group is a leading international public transport company committed to conducting our business in a way that respects the rights of everyone who works for the Group. A core Group value is to play an active and positive role in all the communities in which we operate.

Our Human Rights Policy and practices are foremost an application of the United Nations' Universal Declaration on Human Rights and are informed by other international conventions so far as they are consistent with the Declaration.

We strive to avoid causing or contributing to adverse human rights impacts on our employees or in the running of our businesses. In relation to our staff, the following Group policies apply specifically to the work place:

- health and safety;
- equal opportunities and diversity;
- workplace rights; and
- the environment.

We recognise that we have a responsibility to try to ensure that human rights are upheld in our supply chain. We will endeavour in our dealings with suppliers and business partners to seek counterparties that uphold similar principles through their operations and supply chains where practical.

We will work to embed this policy into the processes of our businesses. Where we identify that we have caused or directly contributed to adverse impacts on the human rights of others, we will work to remediate those impacts through legitimate and proportionate processes.