



# Agenor Labour & Human Rights Report

Review of Position as at December 2022

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## 1. Introduction

Agenor Technology is committed to upholding and promoting human rights, ethical labour practices, and a positive work environment for all its employees and stakeholders. This report outlines our efforts, achievements, and key performance indicators (KPIs) related to labour and human rights during the year 2022.

Agenor Technology are also signatories to the Scottish Business Pledge and are committed to adhering to the key Pledge elements in relation to Labour and Human Rights issues, see link below:

<https://scottishbusinesspledge.scot/pledge-elements/>

## 2. Employee Diversity & Inclusion

At Agenor, we believe that a diverse and inclusive workforce fosters innovation, creativity, and a better understanding of our global customer base. In 2022, we continued our commitment to building a diverse team by implementing the following initiatives:

- Prepared a gender pay gap report with a detailed 18-month improvement plan
- Maintained our status as a Carers Positive employer

## 3. Employee Health & Well-being

The well-being of our employees is of utmost importance to us. In 2022, we focused on enhancing employee health and well-being through various measures:

- Provide access to a high quality private medical care scheme
- Conduct annual home working risk assessments
- Provide access to mental health resources via Able Futures
- Achieved our Carer Positive Exemplary Status
- Promoted work-life balance by offering flexible work arrangements

## 4. Employee Training & Development

Agenor Technology is dedicated to fostering the growth and professional development of its employees. In 2022, we invested in training programs and skill development initiatives:

- Committed £36,000 to a skills licence with QA
- Undertook bi-annual performance reviews to identify training development opportunities



## 5. Fair Remuneration & Benefits

We understand the importance of fair compensation and competitive benefits to retain a talented workforce. In 2022, we took the following steps to ensure fair remuneration and benefits:

- Maintained our accreditation as a living wage employer
- Provided a cost-of-living salary increase to help people earning less than £40k
- Continued to offer membership to a private medical scheme
- Continued to provide a non-contributory pension
- Continued to provide critical illness cover and life insurance.
- Upheld our holiday exchange policy, whereby we allow staff to “buy & Sell” holidays each year
- Offered enhanced Maternity & Paternity pay packages
- We continued to offer Perks at Work, Birthday gifts and long service payments.

## 6. Supply Chain Responsibility

Agenor Technology recognizes the importance of responsible supply chain practices. In 2022, we begin to look at how we could work with our suppliers to promote ethical practices:

- Began work on a supplier sustainability survey to aim to identify the environmental impact of our suppliers
- Began to look at how we can empathise the importance of labour and human rights in our supplier selection process

## Conclusion

Agenor remains committed to promoting labour and human rights within the organization and across its supply chain. We will aim to continue to improve our practices, ensure employee well-being, and contribute to the advancement of ethical labour standards in the IT services industry. This report reflects our dedication to transparency and accountability as we work towards a more equitable and sustainable future.