

## Human Rights Policy Statement

We hereby agree to adopt with immediate effect the following commitments:

- In line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights) and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work;
- We do not within any part of our business:
  - o Use or facilitate any type of involuntary labour, including forced, compulsory, indentured, bonded, slave, or human trafficked labour. All work is voluntary, and workers are free to leave upon reasonable notice;
  - o Traffic individuals or groups for the purpose of labour exploitation;
  - o Accept any child labour or any practice that inhibits the free development of children. The term "child" refers to any person under the age of 16 (or according to the applicable local laws) or under the minimum age of employment in any particular country. Employees under the age of 18 (i) should not perform hazardous work and (ii) must provide documented informed consent.
- As an equal-opportunities employer, we are committed to equity, diversity, and inclusion, creating and ensuring a non-discriminatory and respectful working environment for our people;
- We promote safe, healthy, and sustainable behaviours in the workplace and at home;
- We recognize the choice of our employees to associate with a union and have freedom of speech when being represented by a union.

We further agree to educate all employees at all levels of the organization, ensuring that they understand the implications of these policies in their day-to-day work and what they should do if they suspect any breaches.

*Peter Coleman*

CEO

