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Human Rights Policy

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1 OUR APPROACH

We will conduct our business with all our stakeholders consistently with the United Nation (UN) Guiding principles on Business and Human Rights and the principles of the UN Global Compact. We respect all internationally recognised human rights, including those set out in the International Bill of Human Rights, and the International Labour Organisation Declaration on Fundamental Principles and Right to Work. These include but are not limited to the human right to freedom of association and collective bargaining and the human rights not to be subject to any forced labour, child labour or discrimination in respect of employment and occupation. We also respect applicable standards of international humanitarian law.

This policy sets out the principles of how we relate to our employees, contractors, suppliers and partners, as well as communications affected by our business activities. We will avoid infringing on the human rights of others and endeavour to appropriately address adverse human rights impacts with which we are involved. We will be particularly attentive to the human rights we are at risk of impacting and to the people vulnerable to adverse impacts, including women, children, migrant workers and indigenous peoples.

Appreciating that our performance will evolve as we mature our practices, will continuously seek to improve our human rights efforts.

2 WE ARE COMMITTED TO

Respecting all internationally recognised human rights, in accordance with the UN Guiding Principles on Business and Human Rights, and in particular:

- Treating those working for us and those impacted by our operation fairly and without discrimination.
- Providing safe, hearty and secure working conditions.
- Opposing all forms of human trafficking, forced labour and illicit forms for child labour in our value chain.
- Respecting the human rights of people in communities impacted by our activities including, but not limited to, the right to property, livelihood and the use of land and natural resources, security, health, and the right to water and sanitation.
- Sources which are part of this policy include:
  - The Universal Declaration of Human Rights
  - The International Covenant on Civil and Political Rights
  - The International Covenant on Economic, Social and Cultural Rights
  - United Nations Global Pact Principle 12 and OECD Guidelines for Multinational Enterprises
  - The European Convention on Human Rights

- Relevant International Labour Organization (ILO) Conventions including the eight core conventions as specified below:
  - Forced Labour Convention, 1930 (No. 29) - Aims to eliminate all forms of forced or compulsory labour.
  - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Ensures the right of workers and employers to form and join organizations of their own choosing.
  - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Protects workers' rights to organize and bargain collectively.
  - Equal Remuneration Convention, 1951 (No. 100) - Promotes equal pay for work of equal value, regardless of gender.
  - Abolition of Forced Labour Convention, 1957 (No. 105) - Seeks to abolish forced labour in all its forms.
  - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Aims to eliminate discrimination in employment and occupation.
  - Minimum Age Convention, 1973 (No. 138) - Sets the minimum age for admission to employment.
  - Worst Forms of Child Labour Convention, 1999 (No. 182) - Focuses on the elimination of the worst forms of child labour.

3 HOW WE WORK

- We require all our employees and hired contractors to comply with this policy.
- We expect our suppliers and business partners to follow the intent of this policy and share our commitment to respect all internationally recognised human rights.
- We expect all our suppliers and business partners to pay particular attention the human rights they are at risk of impacting most and to the human rights of people most vulnerable to adverse impacts, including women, children, migrant workers and indigenous peoples.
- We will strive to exercise influence in our business relationships to avoid or mitigate adverse impacts to human rights directly linked to our activities.
- We will continue to implement human rights due diligence into the way we work.
- Apply regular assessments, effective risk prevention and mitigation actions where needed.