



HUMAN RIGHTS POLICY

PURPOSE

This policy statement is designed to clarify and provide guidance on the company's support of human rights.

A summary of areas covered by this policy is detailed below. Should you have any questions in relation to this document, please speak to your line manager:

- General principles
- Background

GENERAL PRINCIPLES

It is the company's approach that we:

- Support the protection of human rights, particularly those of our employees, the parties we do business with and the communities where we operate
- Respect our employees' rights to voluntary freedom of association, under the law
- Provide a safe and healthy working environment
- Do not support forced and compulsory labour or the exploitation of children
- Support the elimination of employment discrimination and promote diversity in the workplace
- Provide our employees with remuneration and tools for growing their careers, and take their wellbeing into consideration
- Promote fair competition and do not support corruption
- Conduct our business with honesty and integrity in compliance with applicable laws
- Develop and implement company procedures and processes to ensure we comply with this policy

BACKGROUND

We focus on areas of human rights most relevant to our business ensuring the rights of the local people where we operate are protected. We are working to raise further awareness of our human rights approach and will continue to develop policies and procedures relevant to this area.

We are also working with our internal procurement team to embed further our human rights approach into our supplier contracts.

FURTHER INFORMATION

The company will review policies and procedures periodically to reflect changes in legislation, good practice, etc.

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