

Human Rights Policy

Our approach

We will conduct our business consistently with the United Nations Guiding Principles on Business and Human Rights and the ten principles of the United Nations Global Compact. We respect all internationally recognised human rights, including those set out in the International Bill of Human Rights, the International Labour Organisation Declaration on Fundamental Principles and Rights at Work and applicable standards of international humanitarian law.

This policy sets out the principles for how we relate to our employees, contractors, suppliers, partners and communities 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 most and to those people most vulnerable to adverse impacts, including women, children, migrant workers and indigenous peoples. Appreciating that our performance will evolve as we mature our practices, we will continuously seek to improve our human rights efforts.

We are committed to

Respecting all internationally recognised human rights, and in particular;

- Treating those working for us and those impacted by our operations fairly and without discrimination
- Providing safe, healthy and secure working conditions
- Opposing all forms of human trafficking, forced labour and illicit forms of child labour in our value chain
- Respecting the human rights of people in communities impacted by our activities – including in relation to their use of land, water and other natural resources
- Conducting our security activities in line with our commitment to the Voluntary Principles on Security and Human Rights

How we work

- We require all our employees and hired contractors to comply with this policy and will offer capacity building to this end
- We expect our suppliers and business partners to follow the spirit and intent of this policy when working for or together with us
- 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 systematically implement human rights due diligence into our operating model, as appropriate
- We will assess actual and potential human rights impacts from our activities and business relationships, including as appropriate by timely and meaningful engagement with those potentially affected, and aim to apply effective prevention and mitigation actions where needed
- We will provide or cooperate in providing appropriate remediation, including, where relevant, effective grievance mechanisms, where we have caused or contributed to adverse human rights impacts
- Where applicable laws or requirements prohibit us from upholding this policy, we will seek ways to ensure respect for human rights to the greatest extent possible
- We will assess and report on our progress and performance