

Human Rights Policy

Our approach

We will conduct our business consistently with the United Nations (UN) Guiding Principles on Business and Human Rights and the ten 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 Rights at 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 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 for how we relate to our employees, contractors, suppliers and partners, as well as 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 the 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, 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 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, 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
- Conducting our 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 and share our commitment to respect all internationally recognised human rights, including those specifically referenced above, when working for or together with us

- We expect all our suppliers and business partners to pay particular attention to 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 expect our extractive and energy business partners to commit to the Voluntary Principles on Security and Human Rights
- 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 the way we work as appropriate
- We will assess actual and potential human rights impacts for our activities and business relationships, including as appropriate by timely and meaningful engagement with those potentially or actually affected, including potentially or actually affected members of local communities, and aim to apply prevention and mitigation actions where needed.
- We will provide or cooperate, including with our suppliers and business partners, in providing appropriate remediation to individuals, workers and local communities, where we have caused or contributed to adverse human rights. To such affect, we will also, where relevant, provide or cooperate in effective grievance mechanisms.
- We will not obstruct affected stakeholders' access to other remedies or channels for remedies
- 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