

# Human Rights Policy Statement

## 1 INTRODUCTION

- 1.1 Our WE CARE values are the foundation of the way we conduct ourselves in the best interests of our business – underpinning our success now and for the future.
- 1.2 Our core value ‘Excellence’ means exceeding customer and stakeholder expectations through safe, consistent and reliable operating and financial performance, by provision of quality services, equipment and innovative solutions. Caring for our People underpins all that we do, and we are committed to delivering a workplace where safety, health, wellbeing, development, and recognition are ingrained into our culture.
- 1.3 As a global company, we operate in various locations with diverse climates, cultures and languages. We are committed to respecting the human rights and dignity of all individuals within our operations, supply chain, and communities where we do business, and provision of remedy for potential non-compliance. Our Human Rights Policy Statement goes hand in hand with our Code of Conduct, and we expect all of our people, our third-party suppliers and representatives to adopt its guidance.
- 1.4 Our Human Rights Policy Statement is guided by internationally recognised human rights standards and principles including those encompassed in the United Nations Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights, International Bill of Rights, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.
- 1.5 We prioritize the management of human rights impacts and modern slavery risk based upon our operational context and ability to influence it. We concentrate on labour and employment practices and worker welfare. In recognition that other rights may become more salient over time, we regularly review our focus areas and approach.

## 2 SCOPE

- 2.1 As an international company with a hugely diverse workforce, we are committed to fostering a Culture of Care where we create a collaborative work environment to ensure that everyone feels safe and welcome. This means treating all our people fairly and with respect. We are proud of our diverse and inclusive culture and prioritise:

- 2.1.1 maintaining our Culture of Care and respecting the beliefs, opinions, dignity and cultural differences of colleagues we work with as part of our #OneTeamWay;
- 2.1.2 nurturing a collaborative, diverse and inclusive workforce where we treat people fairly and with respect, nurturing an atmosphere of psychological safety encouraging people to SPEAK UP without fear of retaliation;
- 2.1.3 embracing diversity, inclusion and equality by providing a framework for fair and ethical hiring and recruiting practices, fair wages and benefits in line with the markets we operate in, as well as action and education across our organisation for our people;
- 2.1.4 holding a ZERO TOLERANCE approach to practices such as modern slavery, child labour, forced or indentured servitude, and other human rights abuses, in our organisation;
- 2.1.5 holding a ZERO TOLERANCE approach to bullying, harassment and/or any unfair discrimination within our workplace based on race, gender, age, sexual orientation, gender identity, marital status, disability, or any other characteristic protected by applicable laws;
- 2.1.6 remaining committed to ensuring highest standards of health and safety in the workplace;
- 2.1.7 protecting personal data, in accordance with applicable laws; and
- 2.1.8 recognising labour unions and collective representation as permitted by national laws.

### **3 APPLICATION**

3.1 We will deliver these aims with:

- 3.1.1 robust due diligence processes across our business;
- 3.1.2 appropriate responses when any element of the scope is not met;
- 3.1.3 equality, fairness, and respect for all in our employment, whether temporary, part-time or full-time;
- 3.1.4 compliance with employment legislation, national laws and regulations in the jurisdictions within which we operate;
- 3.1.5 legal compliance and resolution in case of conflict between international human rights principles and host government legislation and practices;
- 3.1.6 monitoring and management of our supply chain to ensure compliance with contractual obligations and our Supplier Code of Conduct; and
- 3.1.7 stakeholder engagement to promote human rights principles and practices.

**This Human Rights Policy Statement was approved by:**



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**Joseph Elkhoury, Chief Executive Officer**

**Date: 19 July, 2023**