

## **HUMAN RIGHTS POLICY**

JOGOBU's human rights policy is set out below.

Respect for human rights is fundamental to the sustainability of JOGOBU and the communities in which we operate. In our Company we are committed to ensuring that people are treated with dignity and respect.

JOGOBU's Human Rights Policy is committed to international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The Human Rights Policy applies to JOGOBU, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages. The Company is committed to upholding the principles in this Policy. Our Supplier Guiding Principles apply to our suppliers and are aligned with the expectations and commitments of this Policy.

### **RESPECT FOR HUMAN RIGHTS**

JOGOBU respects human rights. We are committed to identifying and preventing any adverse human rights impacts in relation to our business activities through human rights due diligence and preventive compliance processes.

### **COMMUNITY AND STAKEHOLDER ENGAGEMENT**

We recognise our impact on the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we listen to, learn from, and consider their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

## **VALUING DIVERSITY**

We value the diversity of our people and the contributions they make. We have a long-standing commitment to equal opportunity and do not accept discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment based on race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation, and advancement at the Company is qualification, performance, skills, and experience.

Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behaviour, unfair treatment, or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to Company employees but also to the business partners with whom we work.

## **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

We respect our employees' right to join, form or not to join a labour union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognised union, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with such representatives.

## **SAFE AND HEALTHY WORKPLACE**

We provide a safe and healthy workplace and comply with applicable safety and health laws, regulations, and internal requirements. We are dedicated to maintaining a productive workplace by minimising the risk of accidents, injury, and exposure to health risks.

We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

## **WORKPLACE SECURITY**

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

### **FORCED LABOUR AND HUMAN TRAFFICKING**

We prohibit the holding of any person in slavery or servitude, the use of all forms of forced, bonded or compulsory labour and the engagement in human trafficking.

### **CHILD LABOUR**

We comply with all local laws on the minimum age of employment, as provided in the ILO Convention 138. We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required, as provided for in ILO Convention 182.

### **WORK HOURS, WAGES AND BENEFITS**

We compensate employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime, and benefits laws.

### **GUIDING AND REPORTING FOR EMPLOYEES**

We are committed to creating workplaces in which open and honest communications among all employees are valued and respected. Our policy is to follow all applicable labour and employment laws wherever we operate.

If you believe that a conflict arises between the language of the policy and the laws, customs, and practices of the place where you work, if you have questions about this policy or if you would like to report a potential violation of this policy, you should raise those questions and concerns through existing processes, which make every effort to maintain confidentiality. You may ask questions or report potential violations to local Management, Human Resources, Legal Department or Business Resilience. Alternatively, you can choose to report any potential violations of this policy by using JOGOBU's Ethics and Compliance helpline, Speak Up! which will, if desired, allow you to report your concerns anonymously. JOGOBU is committed to investigating, addressing, and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.

Jogobu Group reserves the right to amend this policy at any time.