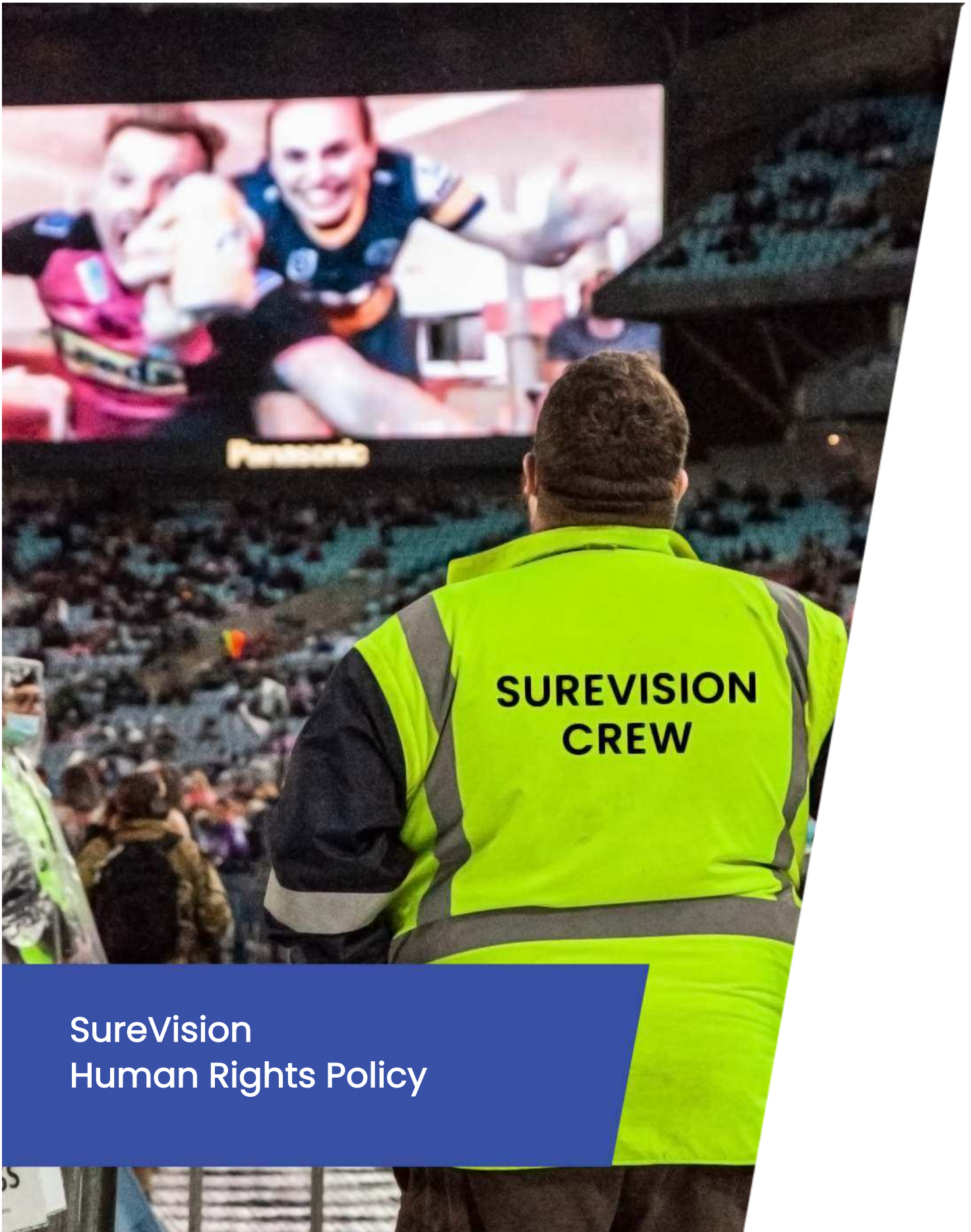


**SUREVISION**



**SureVision  
Human Rights Policy**

## Overview:

This policy applies to all employees, contractors, and suppliers of SureVision and any other controlled entities in our group. We expect suppliers, commercial partners and any other third parties to comply with this policy. This policy is incorporated into our recently developed Supplier Code of Conduct.

Through this policy, our processes, and our collective actions, we demonstrate our commitment to respect and honour human rights.

### Key Policy Principles:

#### Operational Commitment:

We are committed to respecting and honouring human rights as set out in the International Bill of Human Rights. We achieve this by executing the following:

- I. Complying with any applicable legislation that supports human rights, be that local or abroad where we operate.
- II. Not tolerating or supporting the use of child labour, forced or compulsory labour or other forms of modern slavery.
- III. Providing a safe, healthy, diverse and inclusive working environment for all of our employees, contractors and partners that is free from discrimination, harassment, bullying or victimisation.
- IV. Not tolerating bribery and corruption in any form. This includes but is not limited to the following:
  - a. Monetary or in-kind payments, bribes
  - b. Secret or inflated commissions
  - c. Kickbacks or other non-business as usual benefits
  - d. Facilitation payments
- V. Ensuring any personal information, we hold, respects the right to privacy as per our Privacy Policy.
- VI. Regularly assessing and addressing the human rights risk in our supply chain, operations and business partners.
- VII. Developing and communicating a grievance mechanism to support the reporting and resolution of identified human rights concerns.
- VIII. Continually reviewing our approach and progress via our Risk Management strategy and committee meetings
- IX. Supporting and implementing recommendations & principles of the rights of Indigenous Peoples in accordance with the UN Declaration, specifically those of Aboriginal, Torres Strait Islander and Maori heritage
- X. Regularly communicating this policy to employees, suppliers and business partners and provide appropriate training to support the implementation of our policy and commitments.

### **Expectations:**

The following outlines what we expect of all employees, suppliers, contractors, or anyone working on behalf of SureVision, or associated entities:

- I. Consider the human rights implications or impacts of decisions and/or actions
- II. Ensure our Supplier Code of Conduct is always considered when procuring any goods or services.
- III. Abide by our Employee Policy and Procedures or Contractor Engagement Conduct with special reference to the policy principles noted above
- IV. Immediately report any human rights concerns and/or complaints to your manager and the Sustainability Manager and in writing via the [risk@surevision.com.au](mailto:risk@surevision.com.au) email.

### **Reporting:**

Our progress and performance will be reported to the following bodies/organisations:

- a) Risk Management & Compliance Committee
- b) Board of Management
- c) Sedex
- d) Annual Sustainability Report\*

\*Note – currently being developed for release by October 2021

### **Policy Breach:**

Should any of this Policy not be complied with, disciplinary action may occur. This may include termination of your employment, contract or engagement. If you break any laws associated with this policy, you may also be personally liable.