

Human Rights Policy

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1 Introduction

- 1.1 Emeco Holdings Limited and its subsidiaries (**Emeco**) is committed to becoming recognised as a trusted partner of choice, creating meaningful value for customers and shareholders over the long term. The way Emeco conducts business is therefore integral to its success.
- 1.2 This human rights policy (**Policy**) provides the basis of Emeco's commitment to seek to uphold and respect human rights for all people and is supported by commitments in Emeco's Code of Conduct and other related policies.

2 Objectives

- 2.1 This Policy provides the foundation to Emeco's human rights approach and is designed to ensure that:
- a) high standards of corporate and individual behaviour are observed by all executive and non-executive directors, officers, employees, consultants and contractors (**Employees**) in the context of their engagement with Emeco; and
 - b) Employees are aware of their responsibilities about human rights and always act in an ethical and professional manner and consistent with Emeco's values.
- 2.2 Emeco will implement this Policy throughout its operations and promote continuous improvement in relation to human rights.
- 2.3 All Employees, suppliers and other business partners are expected to read, understand and adhere to this Policy and all related standards, guidelines and procedures.

3 Commitment to respecting human rights

- 3.1 Emeco respects and supports internationally recognised human rights laws and standards, including those set out in the United Nations Universal Declaration of Human Rights.
- 3.2 Emeco will comply with applicable laws that supports human rights wherever Emeco operates. Where Emeco's policies impose stricter requirements than local laws, Emeco will seek to operate in accordance with such requirements. If any of Emeco's policies conflict with local law, Emeco will follow local law while trying as far as legally permissible to act in accordance with the spirit of Emeco's policy.
- 3.3 Emeco will communicate this Policy to all Employees and expects all Employees to comply with this Policy, in the context and spirit of Emeco's purpose, values and Code of Conduct.
- 3.4 Emeco will seek to provide a fair, safe and healthy working environment for all Employees that is built on mutual trust and respect for the dignity and worth of each individual. Unlawful discrimination, harassment, bullying or victimisation will not be tolerated.
- 3.5 Emeco is committed to being an inclusive employer and promoting and valuing diversity within its Employees and its suppliers.
- 3.6 Emeco will not tolerate or support the use of child, forced or compulsory labour or any other forms of modern slavery in Emeco's operations. Emeco will disclose the actions it has taken to identify, assess and mitigate against any such occurrences in its supply chain in its annual modern slavery statement.

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- 3.7 Emeco will respect the freedom of association and collective bargaining amongst its employees.
- 3.8 Emeco will provide accessible grievance mechanisms for individuals to raise complaints or concerns and processes for their resolution. Under Emeco's whistleblower policy, a whistleblower who reports matters raising alleged misconduct, will be protected from penalty or personal disadvantage, provided they have not been involved in the misconduct reported.
- 3.9 Emeco will seek to recognise and respect the cultural values, traditions and beliefs of the communities where it operates, including Aboriginal and Torres Strait Islander peoples.
- 3.10 Emeco seeks to work with third parties who support Emeco's approach and standards. Emeco expects its suppliers and other persons with whom it has business relationships to respect and uphold the human rights of all people involved in its supply chain.
- 3.11 Emeco will require suppliers to comply with Emeco's Supplier Code of Conduct, which requires suppliers to uphold fundamental human rights.
- 3.12 Emeco will continue to communicate its expectations of its suppliers in the areas of labour and human rights, as well as health and safety, environment and ethical dealings, including through appropriate contractual arrangements, supplier onboarding tools and procurement principles.

4 Compliance with this Policy

- 4.1 Emeco will utilise technological solutions and other systems to review compliance with this Policy by suppliers and in respect of its supply chain.
- 4.2 Emeco promotes and encourages ethical behaviour and has adopted an anti-bribery and corruption policy and a whistleblower policy. The process in Emeco's whistleblower policy provides an avenue for reporting suspected conduct including that which is unethical, illegal, improper or in breach of Emeco policy. Copies of the anti-bribery and corruption policy and whistleblower policy are available on the Emeco website.

5 Policy Review

This Policy will be reviewed regularly and updated as required.

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