

# HUMAN RIGHTS AND MODERN SLAVERY

The Pantaenius Australia approach to human rights is underpinned by our principles and core values, and the commitments we make to all our employees, customers and vendors. We protect and uphold fundamental human rights at all our offices, by conducting ourselves and our business with due care.

Pantaenius is committed to:

- Not tolerating or supporting the use of child labour, modern forms of slavery, any form of human trafficking and all other forms of forced labour in our operations and supply chains.
- Respecting employees, vendor's and our customers' privacy and protecting their personal information.
- Providing a fair, safe and healthy working environment for our employee's free from unlawful discrimination, harassment, bullying and victimisation.
- Committing to being an inclusive employer, promoting and valuing diversity within our workforce, among our customers, suppliers and in the communities we operate.
- Not tolerating bribery or corruption in any form.
- Providing a safe and supportive environment for whistleblowers who report suspected unethical, illegal or improper behaviours within the organisation.

Respect for human rights reflects the belief that all people are entitled to basic rights and freedoms, regardless of their nationality, gender, religion, race or any other status. Wherever we operate, we respect human rights and are committed to avoiding human rights harm.

**JAMES MacPHAIL**

**MANAGING DIRECTOR**

8 July 2021