

# Human Rights Statement



# Ansarada Human Rights Statement

Diversity and Inclusion principles are designed to foster a culture of belonging where everyone is treated fairly with respect and dignity.

## Discrimination and Harassment

We treat ourselves, our colleagues, customers, suppliers and stakeholders with respect and do not tolerate any form of discrimination, bullying and harassment of any kind. We are committed to creating a workplace that values differences in people regardless of attributes or characteristics.

Our Harassment, Bullying and Discrimination Policy addresses these areas and establishes complaint procedures to ensure that any complaints or concerns are investigated and managed in a confidential and sensitive manner.

## Labor practices

We are committed to providing fair and safe working conditions for all our employees and contractors. Employment conditions and people-related policies and procedures will reflect human rights and be tailored appropriately to meet local legislation, regulations and working practices. Our Modern Slavery Policy addresses our zero-tolerance on any form of forced labour, child labour, or exploitation in our supply chain or operations. We are committed to the continuous work to ensure that there is no modern slavery and labour related harm from our operations and supply chain.

## Health and Safety

We recognise the importance of providing a safe and healthy workplace for our employees and visitors. Our commitment to workplace health and safety is reflected in our Workplace Health and Safety Policy.

## Privacy and Data Protection

We protect the privacy and personal data of our employees, customers, partners and stakeholders. We comply with all applicable data protection laws and regulations and take all necessary measures to safeguard personal information.

## Remediation and Reporting

We are committed to addressing employee grievances and providing appropriate avenues through our internal grievance procedures and Whistleblower Policy. We see that everyone has the responsibility of upholding human rights and hold each other responsible by staying vigilant, reporting violations, and doing our part to champion the rights of everyone throughout our business operations and supply chain.

We acknowledge the importance of continuously improving our mechanisms and remediation processes through stakeholder engagement and dialogue, to better align with the expectations for effective mechanisms set out in the United Nations Guiding Principles on Business and Human Rights.

## Review

Our Human Rights principles will be reviewed by the Board on a regular basis and will be updated from time to time to ensure that it remains effective and meets the best practice standards and the Company's needs.