

	<h1>Human Rights Policy</h1>		Date Issued:	21/6/22		
			Doc No.	HRP010	Revision	1
			Prepared by:	S Dunford		
			Authorised by:	E Luke		
			Last Reviewed	10/7/23		
			Next Review:	10/7/25		

1 Purpose

Hume Group (includes all Hume Doors and Timber businesses globally) applies a “zero tolerance” for any type of human rights violation. Hume Group’s overall aim is to develop and maintain effective respect for fundamental human rights in our relationships with our employees, suppliers and contractors.

2 Scope

This policy is valid to all Hume employees, suppliers and any other parties with a business relationship with Hume group companies globally.

3 Policy Principles

We do not tolerate disrespect or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

- We respect freedom of association and collective bargaining
- Safety and health of our employees is of paramount importance
- 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
- We prohibit the use of all forms of child or forced labour, including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery and any form of human trafficking. We do not tolerate exploitation of children in any of our operations globally.
- We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.
- We compensate employees competitively relative to the industry and local labour market, and in accordance with terms of applicable agreements.
- We recognise the significant implications regarding respect for human rights that land use and timber use across our business may have. We take action and use our influence to help protect virgin forests, and the land rights of local farmers and communities.
- We are committed to providing ethically sourced products.
- All recruitment shall adhere to legislation and the requirements in this policy.

	<h1>Human Rights Policy</h1>		Date Issued:	21/6/22		
			Doc No.	HRP010	Revision	1
			Prepared by:	S Dunford		
			Authorised by:	E Luke		
			Last Reviewed	10/7/23		
			Next Review:	10/7/25		

4 Reporting

We strive to create workplaces in which open and honest communications among all employees are valued and respected. Hume Doors and Timber is committed to comply with applicable labour and employment laws wherever we operate. We also ensure employees are aware of their human rights through our Code of Conduct training throughout Hume Doors and Timber.

It is Hume Doors and Timber's responsibility to ensure that there are safe and effectively managed channels and procedures to report breaches of this policy through the incident and hazard reporting process. We will investigate and assess the risk of breaches to this policy including human rights and modern slavery in our business and remediate it where required. We will review and re-assess our approach on a regular basis.

Any employee who believes a conflict arises between the language of policy and the laws, customs and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this or other policies, should raise those questions and concerns with management or Human Resources or via the incident and hazard reporting processes. Any suspected breach of this policy will be investigated and any person found to be in breach may face disciplinary action.

5 Communication

This procedure shall be communicated with all employees every 2 years, and all new employees upon commencement of employment. It is also available to third parties via our website.

6 Related Documents

- Code of Conduct