

## REUNERT HUMAN RIGHTS POLICY

Reunert is committed to the protection and advancement of internationally proclaimed human rights wherever we operate and within our sphere of influence. Our business conduct is guided by the provisions of the United Nations Universal Declaration of Human Rights and the International Labour Organisation core labour standards.

We conduct our business in an ethical and responsible manner that supports and respects the protection of human rights. We will work to identify and do business with partners who aspire to conduct their business in a similar manner.

Human rights principles are integrated into our management philosophy.

- We practice freedom of association and non-discrimination throughout the group.
- Harassment of any type is not tolerated and Reunert is committed to create a working environment that is free of all forms of intimidation and discrimination.
- We do not use child or forced labour.
- Our work hours and disciplinary procedures comply with statutory requirements.
- We work actively towards zero fatalities and minimising all injuries and occupational illnesses by ensuring a safe working environment.
- Reunert pays wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard.
- Reunert supports temporary workplace internship and apprenticeship education
- Producing quality goods and services; and
- Respecting the privacy of our customers and workers.

Compliance with this policy and applicable laws of the areas in which we operate is the responsibility of every employee, contractor and agent acting on our behalf.

Management in each business is responsible to educate, train, and motivate employees to understand and comply with this policy and applicable laws.



Alan Dickson  
Reunert Chief Executive Officer  
14 September 2016