



HUMAN RIGHTS STATEMENT

Wasco is committed to a work environment that respects and protects human rights. We believe our business has the responsibility to promote a culture of respect to individuals and contribute positive impacts in the communities where we operate. We seek to ensure that civil rights are upheld across our business operations and we comply with applicable laws and regulations in the countries, which the Group operates. We have a zero-tolerance approach to modern slavery in its various forms, such as servitude, forced and compulsory labour, child labour and human trafficking, all of which are abuses of a person's freedom and rights. All forms of discrimination and harassment, for instance ethnic, racial, religious and gender harassment are prohibited. We promote a culture of fairness, respect, and dignity in line with the Group's Core Values. The Group abides by all applicable local laws in regard to employment and labour practices. This includes fair working conditions, working hours, minimum wages, and mandated benefits. Wasco recognizes the principle of freedom of association under applicable laws and regulations in the countries in which we operate. Employees are accorded the freedom of choice without fear of discrimination, intimidation, or harassment.

This Statement is supplemented by our other supporting policies, including:

- Wasco Principles of Business Conduct
- Core Values
- Anti-bribery and Corruption Policy
- Whistleblower Policy
- Sustainability Policy

The Company reserves the right to amend this statement at any time.

Mel Whyte
President
Wasco Australia

16 February 2021

