

Group Human Rights Policy

Wasco is committed to a work environment that respects and protects human rights in all aspects of our operations. 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.

This policy outlines our dedication to upholding human rights and serves as a guideline for all employees, partners, and stakeholders connected with our organisation.

1. Commitment to Human Rights:

- 1.1. Wasco is committed to upholding international standards on human rights as outlined in the United Nations (UN) Guiding Principles on Business and Human Rights and the ten principles of the UN Global Compact.
- 1.2. We respect all internationally recognised human rights, including those set out in the International Bill of Human Rights, and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.
- 1.3. We acknowledge that human rights include civil, political, economic, social, and cultural rights. We are dedicated to ensuring that these rights are respected and promoted across our entire organisation and supply chain.

2. Human Rights Due Diligence

- 2.1. Wasco conducts periodic human rights due diligence to identify and address potential human rights risks and impacts associated with our operations and business relationships.
- 2.2. We assess the actual and potential adverse human rights impacts of our activities and seek to prevent or mitigate these impacts. We work collaboratively with stakeholders to find solutions.

3. Non-Discrimination and Inclusion:

- 3.1. Wasco prohibits discrimination and harassment based on race, color, religion, gender, age, sexual orientation, disabilities, nationality, ethnicity, or any other characteristic protected by applicable laws. We promote diversity and inclusion throughout our organisation.