

4. Labour Rights

- 4.1. We respect the rights of our employees to fair wages and safe working conditions. We strictly adhere to all applicable local labour laws and regulations.
- 4.2. Wasco prohibits child labour and forced labour within our operations and supply chain. We require our suppliers to adhere to these same principles.

5. Responsible Sourcing

- 5.1. Wasco actively engages with suppliers to ensure they adhere to our human rights standards. We prioritise suppliers who share our commitment to human rights.
- 5.2. We evaluate the human rights practices of our suppliers to avoid or mitigate any negative impacts on human rights directly linked to our activities.

6. Reporting and Transparency

- 6.1. Wasco maintains clear and confidential reporting mechanisms for employees and stakeholders to report any potential human rights violations within the organisation or its supply chain.
- 6.2. We are dedicated to transparency and will regularly disclose information about our human rights initiatives and progress in our corporate sustainability reports, aligning with ESG reporting standards.

7. Training and Awareness

- 7.1. Wasco provides ongoing training and educational resources to employees, to increase awareness of human rights issues and their connection to our business operations.
- 7.2. We foster a culture of respect for human rights and encourage all stakeholders to actively support our commitment to these principles.

8. Continuous Improvement

- 8.1. Wasco is committed to continuously improving this policy and our human rights efforts. We will review and update our policies and practices as needed to remain aligned with evolving international human rights standards and requirements.



Giancarlo Maccagno

Managing Director / Group Chief Executive Officer

Dated: 29TH August 2024