

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.

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: 29 August 2024