

Human Rights & Modern Slavery Policy

Principles

The Polyart Group will:

- seek to avoid causing or contributing to adverse human rights impacts through our own activities and address such impacts, if they do occur, in a timely and appropriate manner.
- seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products and services through our business relationships.
- provide for, or cooperate in their remediation through legitimate processes, if we identify that we have caused or contributed to adverse human rights impacts.
- continue to look for ways to support the promotion of human rights within our operations and our sphere of influence.

Policy

This sets out our position with respect to human rights and modern slavery and sits alongside our business unit Employment Manuals, Group Health and Safety Policy and Polyart Group Code of Conduct. Our statements below draw upon the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

- a. **Child Labour:** The Polyart Group will not use child labour and will comply with all relevant laws in this regard. In general, the Group does not employ anyone under the age of 18 for full time employment. We do, however, support legitimate workplace apprenticeships, internships and other similar programmes for young workers, that comply with the applicable laws and regulations.
- b. **Modern Slavery:** The Polyart Group will not use forced, bonded or involuntary labour, and workers are not required to lodge 'deposits' or identity papers, and can leave after giving reasonable notice, with all wages owed to be paid. We have a zero-tolerance approach towards human trafficking.
- c. **Health, Safety and Hygiene:** All Polyart Group employees will work in an environment that is both safe and healthy, in line with the Groups General CSR Policy.

- d. Discipline: The Polyart Group prohibits physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation. Disciplinary and grievance procedures are clearly documented and communicated to all employees in our business unit Employee Manuals. All disciplinary measures of a serious nature are recorded and actioned.
- e. Freedom of Association and Employee Representation: The Polyart Group recognises that all its employees have the right to form and join organisations of their own choosing as long as this does not contravene the Groups Ethics Policy and Group Code of conduct. The firm takes active measures to seek employees' views about the firm, respects employees' rights to belong to trade unions and fully complies with our legal obligations to inform and consult employees.
- f. Working Hours: The Polyart Group will ensure that working hours are reasonable and comply with the law and industry standards.
- g. Equality of Treatment: The Polyart Group is fully committed to eliminating discrimination in recruitment, training and working conditions, on grounds of race, colour, sex, age, religion, political opinion, national extraction, sexual orientation, disability or social origin and to promoting equality of opportunity and treatment as outlined in individual business unit Employment Manuals.
- h. Employment terms: The Polyart Group will provide written and clear contracts which detail the terms and conditions of its staff employment. We will ensure that work performed by employees is on the basis of recognised employment law and practice.
- i. Remuneration: The Polyart Group will, at a minimum, provide wages and benefits that meet national standards. We will provide employees with clear written information on their pay and conditions. The firm prohibits deductions on employees' wages as a disciplinary measure. The Polyart Group is committed to equal pay and benefits for men and women for work of equal value.

- This policy applies to all businesses within the Polyart Group with the Group's CEO, CSR Manager and all Site Directors having responsibility for compliance to all items of the policy.
- The policy and any related incidents will be reviewed annually by the senior management.
- The Group will publicly report annually on the Group website appropriate metrics related to the policy items.

Signed:

Date: 21st October 2024



Stephane Daveau
CEO Polyart Group