

Human Rights Policy

1. Policy Brief and Purpose

ALLIAD is committed to maintaining a culture that supports the internationally recognised human rights outlined explicitly in our human rights policies, human resource management, and general business practices.

We recognise and support the principles of the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organisation Fundamental Conventions on labour standards. Our ALLIAD' Code of Business Ethics and Conduct is supported by a corporate compliance program that includes robust policies and internal controls, which is reinforced by a comprehensive training and management program.

We identify, assess, and manage human rights according to principles that govern the following groups:

- **Employees**

We respect the human rights of our employees, practice non-discrimination, support freedom of association, ensure fair wages and working hours, and keep the workplace free of harassment. We have zero tolerance for child labour, forced labour, human trafficking, or modern slavery anywhere in our supply chain. Regular employee training ensures that ALLIAD' human rights policies are being observed across our operations.

- **Suppliers and Contractors**

We evaluate and monitor our major labour suppliers and contractors against our human rights policies. We do not condone the offering, payment, or acceptance of bribes.

- **Communities**

We respect the cultures, customs, and values of the people in the communities in which we operate. We contribute to the fulfillment of human rights through the economic, environmental, and social impacts of our business. We encourage open dialogue with stakeholders and participate in community development activities.

- **Society At Large**

We uphold internationally recognised human rights, promote environmentally sustainable development in our core business activities, and uphold the highest standards in business ethics and integrity. We do this through participation in multi-stakeholder initiatives, community engagement, and support of national and international authorities to establish and enforce high standards.

- **Measurement, Analysis, and Continuous Improvement**

We conduct regular reviews to assess our human rights performance and take appropriate measures to address real or perceived gaps in our business practices.

2. Alliad's Human Rights Framework and Scope: Explaining Our Approach

ALLIAD is committed to maintaining a culture that promotes human rights in our relationships with our employees, suppliers, communities, and other stakeholders.

2.1. What do we mean exactly?

Forced Labour, Human Trafficking, and Modern Slavery

ALLIAD prohibits the use of involuntary, forced, or bonded labour; including human tracking of any kind, modern slavery, prison labour, or labour demanded of employees because of their debt.

- ALLIAD promotes ethical recruitment practices and will not tolerate labour agencies charging prospective employees recruitment "fees " or recruitment "costs "
- ALLIAD will not unlawfully withhold employees' passports or government IDs. If it is a legal or regulatory requirement to retain original documents, workers must give informed, written consent and be able to retrieve their documents within 24 hours of a written request.
- ALLIAD will not unreasonably restrict employees' movements; employees are free to leave at the end of their shifts and free to refuse to work overtime.
- Employees are free to leave ALLIAD' employment without financial penalty, after observing the notice period and/or any other provisions set forth in their employment contract and applicable local labour law.

Child Labour

ALLIAD has a zero-tolerance policy for child labour. We adhere to the minimum age provisions in applicable laws and regulations where we conduct business. Young persons under the age of 18 should not be employed at night or in hazardous conditions.

Work Hours and Wages

ALLIAD strives to compensate employees fairly relative to the industry and local labour market. We are committed to complying with minimum or living wage requirements, work hours, overtime, and benefits set forth under applicable local laws.

Health, Safety, and Environment

ALLIAD is committed to promoting environmentally friendly operations and maintaining a safe, healthy, and productive workplace, which minimizes the risk of preventable accidents, injury, and exposure to health risks. Accommodation, when provided, must meet the basic needs of employees, and be clean, safe, and secure.

Freedom of Association

ALLIAD takes an open attitude towards collective bargaining, where permitted by law, and will not hinder the development of means for independent and free association.

Discrimination and Harassment

ALLIAD is an equal opportunity employer and does not discriminate on the basis of race, colour, religion, gender, age, nationality, sexual preference, disability, or any other factors prohibited by applicable laws. ALLIAD is committed to providing a work environment that is free from all types of harassment, including verbal, physical, visual, psychological, and sexual harassment.

Community and Stakeholder Engagement

ALLIAD respects the cultures, customs, and values of the people in the communities in which we operate and strives to contribute to the fulfillment of human rights through the economic and social impact of our business. We encourage open dialogue with stakeholders and participate in community development activities.

2.2. Whom does this apply to?

Entities

This policy applies to ALLIAD group companies and entities we hold an interest in.

Contract Workers

ALLIAD expects that all employees who work for ALLIAD, whether hired directly or through a third party, will be treated in accordance with our human rights policy.

Suppliers

ALLIAD expects all customers, suppliers, and contractors to uphold our policies and encourages the adoption of similar policies. ALLIAD evaluates and monitors labour suppliers against our human rights policies and our Code of Business Ethics and Conduct.

2.3. How do we uphold our human rights policy?

Oversight & Accountability

This policy is aligned with the ALLIAD' Code of Business Ethics and Conduct, which is overseen by ALLIAD' Board of Directors and the Group CEO. ALLIAD' global, regional, and country business units and human resource leaders are accountable for ensuring our organizations and personnel comply with our Fair Labour & Ethics policies.

Measurement, analysis, and continuous improvement

ALLIAD conducts regular reviews to assess our human rights performance and take appropriate measures to address real or perceived gaps in our business practices. We monitor relevant regulations, standards, principles, and trends to ensure our Fair Labour program meets the high ethical standards to which we commit ourselves and against which we must perform.

Employee Awareness

ALLIAD ensures awareness of our human rights policies through regular communication and training with employees.

Violation Reporting

Employees are encouraged to report concerns or violations to local management, Human Resources, or the Legal, Ethics, and Compliance team. ALLIAD also offers confidential grievance reporting in multiple languages through a hotline and website, run by an independent third party.

Protection for Complainants

ALLIAD does not tolerate discrimination or retaliation against any employee who has raised or reported an ethics concern in good faith.

Consequences for Violations

Actions will be taken against employees, contractors, subcontractors, or agents for violations of our human rights policy. Such actions may include disciplinary action, financial penalties, suspension or termination of employment or contract, and prosecutorial referral.

Public Reporting

ALLIAD reports to the public on its human rights commitments as part of its bi-annual sustainability reporting framework. We regularly and timely report information about our Fair Labour program as required by regulations wherever we operate.

2.4. What global standards inform this approach?

We recognise and support the principles of the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organisation Fundamental Conventions on labour standards. ALLIAD' fair labour program sets a high corporate standard for human rights, in line with the requirements of the UK Modern Slavery Act, the US Federal Acquisition Regulation, and the Ethical Trading Initiative Base Code.