

SENIOR PLC – HUMAN RIGHTS POLICY

Introduction

This policy, along with our Code of Conduct and our Modern Slavery policy clearly sets out the standards we expect from our employees, customers and suppliers regarding Human Rights.

At Senior, we strive to do business in a responsible way, respecting the human rights of our workers and everyone we come into contact with. We also expect our suppliers to respect and adhere to this policy. We believe, no matter where in the world we do business, we should do so responsibly, respecting the rights of our workforce and the communities in which we operate. We make choices all the time that affect people.

Our Values set out the principles and standards of behaviour that drive our culture and how we do business is central to fulfilling our purpose.

Senior's Purpose

We help engineer the transition to a sustainable world for the benefit of all our stakeholders.

Senior's Values

SAFETY - We operate safely, protecting people and the environment

INTEGRITY - We operate with integrity and in an ethical manner

CUSTOMER FOCUS - We put the customer at the heart of everything we do

RESPECT AND TRUST - We work together with mutual respect and trust

ACCOUNTABILITY - We do what we say

EXCELLENCE - We continually strive to do better in every aspect of our business

Our Commitment is:

- To conduct business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- To respect internationally recognised human rights as set out in the International Bill of Human Rights and the core labour standards recognised by the International Labour Organization (ILO), as set out in the ILO Declaration on Fundamental Principles and Rights at Work.
- In meeting our responsibility to respect human rights, we consider relevant international human rights standards, including the United Nations Guiding Principles on Business and Human Rights.
- Consistent with our respecting the ILO core labour standards, we respect freedom of association and collective bargaining and support the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation.

- We guard against being complicit in human rights violations and strive to uphold the human rights of our people and any other individuals that we're in contact with, either directly or indirectly.
- To seek to avoid causing or contributing to adverse human rights impacts through our own activities and, if they do occur, address such impacts in a timely and appropriate manner.
- We seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products and services through our business relationships.
- To continue to look for ways to support the promotion of human rights within our operations and our sphere of influence.
- Being clear regarding our expectations on diversity and inclusion, equal opportunity and freedom from abuse or harassment in the workplace. We aim to create and maintain a workplace that is free of harassment, intimidation, inhumane treatment and discrimination based on race, colour, national origin, religion, gender, age, sexual orientation, gender identity, marital status, disability, or any other characteristic protected by applicable laws.
- We have zero tolerance for retaliation, which includes threats, intimidation, exclusion, humiliation and raising issues maliciously or in bad faith.
- We want to work with suppliers who share our commitment to human rights and our expectations concerning the responsibility to respect human rights, and we will take appropriate measures where those expectations or obligations are not met.
- We recognise that employees have the right to form and join organisations of their own choosing (as long as this does not contravene any legal or regulatory requirements) including the right to belong to trade unions and we comply with our legal obligations to inform and consult employees.
- We take active measures to seek employees' views and have appropriate feedback mechanisms in place to achieve this.
- If we suspect that we have caused or contributed to adverse human rights impacts, we will provide for or cooperate in their remediation through legitimate processes.
- Where a human rights violation is identified, we'll work with all parties involved to seek access to remedy, compensation and justice for the victim. We'll also investigate the root cause so that we can take appropriate steps to prevent such a violation reoccurring.
- We promote our global third party Whistleblowing reporting service 'Ethics Point' which is available to all staff to utilise if they come across unethical behaviour that can't be resolved by local management. Anyone raising a genuine concern which is in the public interest will be protected from victimisation. Third parties (including customers and suppliers) can also use the service.