



HRL Holdings Limited

Level 12, 145 Eagle Street
Brisbane Queensland 4000, Australia

GPO Box 216
Brisbane Queensland 4001, Australia

Tel +61 7 3105 5960

Email admin@hrlholdings.com

Human Rights / Modern Slavery Policy



Contents

1. Our Policy	2
2. Our Stance.....	2
3. Our Approach.....	2
3.1 Diversity and Inclusion.....	2
3.2 Labour Standards, Wages and Benefits.....	2
3.3 Freedom of Association and Collective Bargaining.....	2
3.4 Healthy, Safe and Secure Workplace.....	2
3.5 Modern Slavery, Forced Labour and Human Trafficking.....	2
3.6 Child Labour	3
3.7 Communities.....	3
4. Guidance and Reporting for Employees.....	3
5. Public Reporting.....	3
6. Related Policies	3

Appendix A - Modern Slavery Statement



1. Our Policy

The HRL Group recognises the importance of the protection of human rights. We seek to foster an organisational culture which demonstrates respecting human rights guided by the international human rights principles encompassed in the International Bill of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the United Nations Global Compact.

2. Our Stance

We look to identify and understand any adverse impacts that our actions or activities have on respecting the protection of internationally proclaimed human rights so that we are not complicit in human rights abuses. Where adverse impacts are identified, we take appropriate steps to mitigate or eliminate them.

We seek to engage with business partners that respect the protection of human rights and that demonstrate sound ethical performance. We expect our employees and all individuals who work for us, or on our behalf, to respect the human rights of others, and to subscribe to and work to uphold our approach to human rights as set out in this policy.

3. Our Approach

The fundamental elements of our approach to human rights are:

3.1 Diversity and Inclusion

We subscribe to equal employment opportunity principles and are intolerant of discrimination and harassment. We work to establish and maintain workplaces that are free from discrimination or harassment based on gender, gender identity, physical appearance, pregnancy, age, race, colour, ethnicity, national or social origin, religious or political conviction, sexual preference, marital status, disability, or other status protected by applicable law.

We base recruitment, hiring, placement, development, training, compensation and advancement on qualifications, competencies, skills, experience and performance. We value diversity and the opportunities that diversity brings to enhance our businesses.

We believe that all individuals should be treated, and treat each other, with dignity and respect. We do not tolerate inappropriate or disrespectful behaviour, unfair treatment or retaliation of any kind in, or related to, our workplaces.

3.2 Labour Standards, Wages and Benefits

We subscribe to labour standards, including hours, conditions, wages, and overtime pay practices that are in compliance with the laws of the jurisdictions in which we operate. We believe in creating opportunities for our employees to improve their skills and capabilities.

3.3 Freedom of Association and Collective Bargaining

We respect the right of our employees to form, join or not join, a trade or labour union of their choice without fear of reprisal, intimidation or harassment. Where employees are represented by a trade or labour union consistent with local laws, we recognise the right of these unions to represent employees. We believe in participating in constructive dialogue and good faith negotiations with freely elected union representatives.

3.4 Healthy, Safe and Secure Workplace

The health, safety and security of individuals in our workplaces is of fundamental importance to us. In conjunction and consultation with our employees, we work towards providing and maintaining healthy, safe and secure workplaces that identify, address and



remediate identified risks of accidents, injury, negative impacts on health, and security concerns. We look to continually improve our efforts to provide healthy, safe and secure workplaces in line with our commitment to meeting our statutory obligations and in consideration of contemporary industry standards.

We believe that every individual should respect the health, safety and security of others and not put themselves or others in danger through careless or ill-considered actions.

3.5 Modern Slavery, Forced Labour and Human Trafficking

We have zero tolerance for any form of modern slavery, forced labour or human trafficking taking place resulting from our business processes. Our Modern Slavery Statement (Appendix A) forms part of this policy and includes steps we take to ensure that modern slavery is not occurring in our business and our supply chain.

3.6 Child Labour

We condemn exploitative child labour and prohibit the hiring of children before they have completed their compulsory education as determined by applicable local law, and will not engage them in positions that do not provide a healthy, safe and secure workplace for them.

3.7 Communities

We recognise that we are part of the communities in which we operate. We seek to respect the human rights of the communities and our neighbours in those areas where we have operations and workplaces.

4. Guidance and Reporting for Employees

We foster an organisational culture where open and honest communications among all individuals are valued and respected. Individuals are encouraged to raise concerns about poor or unacceptable practices or misconduct and can do so safely without fear of any form of retaliation. We welcome people speaking up and we expect our employees to report any concerns in relation to human rights not being respected.

5. Public Reporting

Our human rights-related commitments and efforts, consistent with this policy, are contained in our annual Sustainability Report.

6. Related Policies

This policy articulates the fundamental elements of the HRL Group's view on human rights. Our Code of Conduct and policies on Health and Safety, Diversity and Workplace Bullying Harassment and Discrimination also support our approach to human rights.

Policy Updates

The Policy is reviewed biennially by the People and Culture Committee to keep it up to date and consistent with legislative and other Corporate Governance Requirements.

This Policy was reviewed by the Board of Directors and adopted on 25/06/20.



Appendix A

HRL Modern Slavery Statement

HRL Holdings Limited provides sampling, laboratory testing and data management services across Australia and New Zealand. Our customers operate within the food, environmental, occupational hygiene and construction industries.

We believe that our success depends foremost on our reputation and to maintain that reputation requires us to conduct all our business dealings in an ethical manner and with continued commitment to compliance with the law.

We have zero tolerance for any form of modern slavery taking place because of us doing business and take the following steps to ensure that modern slavery is not occurring in our business and supply chains:

- We subscribe to respecting human rights consistent with the Universal Declaration of Human Rights and work to ensure we are not knowingly complicit in human rights abuses committed by others doing work for us or on our behalf. We express this in our Human Rights / Modern Slavery Policy and promote the adoption and adherence to the Policy throughout our business.
- We require every individual who works for us to abide by and respect the terms of our Code of Conduct. Our Code sets out our Core Values that underscore every decision we make and action we take. Acting with honesty and integrity is one of those Core Values. Acting with honesty and integrity includes respecting human rights and ensuring fair labour practices in all our operations. When we select our people, we look to bring in new employees that respect our values and who fit with our culture.
- We seek to work with suppliers that provide a safe workplace, respect human rights, not employ child labour, pay a “living wage”, ensure slavery or human trafficking is not taking place within their organisation, and who have a corporate social responsibility program which demonstrates sound ethical performance.
- We foster a culture where our people are encouraged to raise concerns about poor or unacceptable practices or misconduct and can do so safely without fear of reprisal. We welcome people speaking up and we expect our people to report their concerns. We offer our full support to any person who raises a concern in good faith. Our Whistleblower Policy (<http://hrlholdings.com/wp-content/uploads/2020/01/Whistleblower-Policy-20191229.pdf>) enables any individual to confidentially report a concern, and to report anonymously should they wish to do so.

We will continue to address the issue of modern slavery by:

- Ensuring our due diligence processes appropriately consider the risk of modern slavery in our business and supply chains.
- Issuing targeted communications highlighting modern slavery and that encourage our people to report any suspicion they may have as to modern slavery in our business or our supply chain.

This Statement was reviewed by the Board of Directors and adopted on 25/06/20.