

Statewide Geotechnical (Aust) Pty Ltd

Human Rights Policy

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This policy demonstrates:

- Our commitment to upholding human rights within the workplace, ensuring a safe, inclusive, and respectful environment for all employees, contractors, suppliers, and visitors.
- Our dedication to complying with relevant human rights legislation, including the *Charter of Human Rights and Responsibilities Act 2006 (Vic)* and other applicable laws.
- Our approach to addressing concerns or breaches related to human rights in the workplace.

This policy applies to everyone at Statewide Geotechnical (Aust) Pty Ltd, including employees, contractors, suppliers, and visitors.

We believe that every individual has the right to be treated with dignity and respect, free from discrimination, harassment, exploitation, or unfair treatment.

Human rights, including the rights to freedom of thought, expression, equality, and safe working conditions, must always be upheld.

Our Commitments

Equal Opportunity & Non-Discrimination

We are committed to ensuring that no individual is discriminated against on the basis of race, ethnicity, nationality, gender, sexual orientation, age, religion, disability, or any other characteristic protected by law. We promote equal access to opportunities, fair treatment, and foster a culture of respect within the workplace.

Workplace Safety & Wellbeing

Every individual has the right to a safe and healthy work environment. We are dedicated to identifying and mitigating risks that may affect the physical or psychological wellbeing of employees, contractors, and suppliers, including harassment, bullying, or unsafe working conditions.

Freedom of Expression & Participation

Employees, contractors, and suppliers have the right to express concerns, ideas, or grievances without fear of retaliation. We encourage open communication and active participation in discussions regarding workplace policies and practices, promoting an inclusive and transparent environment.

Supply Chain Responsibility

We are committed to ensuring that human rights standards are upheld throughout our supply chain. We expect our suppliers and business partners to:

- Comply with all relevant human rights laws and ethical business practices.
- Ensure fair wages, safe working conditions, and the absence of forced or child labor.

- Operate free from discrimination or exploitative practices.

We will engage with suppliers to ensure these standards are met and work collaboratively to address any concerns that arise.

Reporting & Addressing Human Rights Concerns

Managers and supervisors must act promptly if they have reasonable grounds to believe that a person's human rights have been violated. This includes investigating the concern, providing appropriate support, and implementing corrective actions to ensure a fair and just resolution.

Each individual is responsible for ensuring their actions and behavior respect the rights and dignity of others in the workplace. Any instances of discrimination, harassment, or mistreatment must be reported to management or a designated workplace representative.

Statewide Geotechnical (Aust) Pty Ltd will consult with workers, health and safety representatives, suppliers, and the director to identify workplace factors that may contribute to human rights concerns and will implement necessary measures to address them.

Ongoing Commitment

Statewide Geotechnical (Aust) Pty Ltd is dedicated to providing regular training and information on human rights, workplace discrimination, and respectful behavior. We are committed to continuously improving our workplace culture and supply chain practices, ensuring that all individuals feel safe, valued, and empowered.