

HUMAN RIGHTS

Statement of Policy

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Human Rights Policy

Statement of commitment

Creative Territory Pty Ltd (“Creative Territory”) affirms its commitment to respecting, protecting and promoting human rights in all aspects of its operations, engagements and partnerships. As a stakeholder engagement consultancy operating within the resources sector, Creative Territory recognises its responsibility to uphold human rights standards across diverse cultural, geographic and regulatory contexts.

This commitment is grounded in:

- The Universal Declaration of Human Rights (UDHR)
- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The Australian Human Rights Commission Act 1986 (Commonwealth)
- The Racial Discrimination Act 1975 (Commonwealth)
- The Sex Discrimination Act 1984 (Commonwealth)
- The Fair Work Act 2009 (Commonwealth)
- The Northern Territory Anti-Discrimination Act 1992

Creative Territory integrates human rights considerations into its business practices, project design and stakeholder engagement strategies. We are committed to continuous improvement, transparency and accountability in our human rights performance.

Scope and applicability

This policy applies to all employees, contractors, consultants and directors of Creative Territory Pty Ltd, regardless of location or contractual status. It also extends to third-party suppliers, partners and clients where Creative Territory has influence or leverage to promote human rights standards.

The policy is applicable to:

- Internal operations and employment practices
- Community engagement and consultation processes
- Indigenous partnerships and cultural heritage management
- International projects and cross-border collaborations
- Corporate governance and ethical decision-making.

Creative Territory acknowledges that human rights risks may vary by geography, project type and stakeholder group. Accordingly, this policy shall be interpreted and applied in a manner that is context-sensitive, proportionate and consistent with applicable laws and international standards.

Respect for Indigenous Rights

Creative Territory recognises the unique rights of Aboriginal and Torres Strait Islander peoples, including rights to land, culture, language and self-determination. In line with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), we commit to:

- Free, prior, and informed consent (FPIC) in all relevant engagements
- Protection of cultural heritage and traditional knowledge
- Employment and capacity-building opportunities for Indigenous communities
- Culturally-appropriate consultation and communication practices.

Creative Territory will not engage in activities that infringe upon Indigenous rights and will actively advocate for respectful and equitable partnerships.

Labour rights and fair work practices

Creative Territory upholds the rights of workers to fair, safe and non-discriminatory employment. This includes:

- Freedom of association and collective bargaining
- Elimination of forced labour, child labour and modern slavery
- Equal remuneration for work of equal value
- Safe and healthy working conditions
- Protection against harassment, bullying and discrimination.

All employment arrangements shall comply with the Fair Work Act 2009 (Commonwealth) and relevant awards or agreements. Where international operations are involved, Creative Territory shall apply the higher standard between local law and international labour conventions.

Non-discrimination and inclusion

Creative Territory prohibits discrimination on the basis of race, gender, age, disability, religion, sexual orientation, marital status, political opinion or any other protected attribute under Australian law or international human rights instruments.

We promote inclusive practices by:

- Ensuring equitable access to employment and advancement
- Providing reasonable accommodations for disability and cultural needs
- Encouraging diverse representation in decision-making
- Maintaining a workplace culture of respect and dignity.

Privacy and data protection

Creative Territory respects the right to privacy and is committed to protecting personal and sensitive information in accordance with:

- The Privacy Act 1988 (Commonwealth)
- The Australian Privacy Principles (APPs)
- Applicable international data protection laws (e.g., GDPR where relevant).

All personnel must handle personal data lawfully, transparently and securely. Special care shall be taken when managing culturally-sensitive or community-derived information.

Human rights due diligence

Creative Territory shall undertake human rights due diligence as part of its project planning, stakeholder engagement and risk management processes. This includes:

- Identifying potential human rights impacts
- Consulting affected stakeholders
- Mitigating and remediating adverse impacts
- Monitoring and reporting on human rights performance.

Due diligence processes shall be proportionate to the nature and scale of the activity and shall be documented where appropriate.

Grievance mechanisms and remedy

Creative Territory supports accessible and culturally appropriate grievance mechanisms for individuals and communities whose rights may be affected by our operations. These mechanisms shall be:

- Transparent and responsive
- Confidential and non-retaliatory
- Aligned with the UNGP Effectiveness Criteria
- Integrated with broader stakeholder engagement processes

Where harm has occurred, Creative Territory shall work in good faith to provide remedy, including apologies, restitution or corrective action.

Training and awareness

Creative Territory shall provide human rights training and guidance to employees, contractors and consultants as appropriate to their roles. This may include:

- Induction programs
- Project-specific briefings
- Cultural competency and Indigenous rights training
- Updates on legal and policy developments.

Governance and review

Responsibility for implementation of this policy rests with the Director of Creative Territory Pty Ltd.

This Policy is effective as at 1 July 2025. It shall be reviewed annually or as required to reflect changes in law, operational context or stakeholder expectations.

Breaches of this policy may result in disciplinary action, termination of engagement, or exclusion from future projects.