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Human Rights

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Objectives of this document

This document provides an overview of the principles that the company adopts in relation to managing human rights. It is important that we integrate human rights considerations into our daily business life including operations, processes, roles and responsibilities.

It applies to our role as an employer and business partner to customers and suppliers. In addition we hope to respect the human rights of the communities in which we work in. All company staff as well as contractors must follow this document.

Principles

By following the company's Code of Conduct policy we are committed to respecting the rights of all humans in which we do business with.

We comply with national laws and regulations pertaining to labour and human rights. Processes are put in place to ensure we comply with economic and trade sanctions that are consistent with industry practice. Where and when we operate we commit to not harming the human rights of those we engage with. We do not tolerate:

1. Use of child or forced labour
2. Modern Slavery
3. Human Trafficking
4. Unlawful discrimination in the workplace

We avoid the cause or contribution to adverse human rights impacts through our behaviour and business activities and we aim to address them if they should occur. We ensure our operations, processes, services and relationships aim to mitigate the impact of human rights harm and as such we do not tolerate the violation of human rights across our business.

Respecting Human Rights as an Employer

The company will commit to doing the following to uphold the human rights as an employer:

1. Promote equal opportunity, diversity and inclusion for all employees.
2. Promote a workplace that is free from discrimination, harassment and bullying
3. Provide fair and just conditions that includes paying our employees at least the minimum wage as advised by the Australian Government's Fair Work Commission
4. Provide a platform that our employees feel safe in reporting behaviour and conditions that are in breach of all company policies
5. Respect the privacy of our employees and ensure all information is handled in a confidential and private manner to avoid the misuse or unauthorised disclosure.



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Respecting Human Rights as a Supplier

The company respects the rights of its customers by treating them fairly and preventing the harm to their human rights by:

1. Use their data in a responsible way to ensure the safeguard of our customer's identity and private information. This is done in compliance with local laws and regulations.
2. Offer our products and services without illegal discrimination.
3. Give our customers the ability to communicate their disputes and offer applicable resolutions.

Respecting The Human Rights of our Communities

The company aims to support local communities to ensure we are engaged with them and together we uphold our human rights principles.

Respecting Human Rights as a Business Partner

We expect our suppliers and other business partners to respect human rights in the same way that we do. Our supply chain is as important as we are in ensuring we do not cause human rights harm. As such we take great care in ensuring we only deal with suppliers that have similar values and policies as we do.

Training

We discuss our obligations to human rights harm mitigation with all our staff and contractors and communicate our principles and policies to all individuals. Where an employee has a special obligation we provide the relevant training, resources and necessary frameworks.