



**Baloo Plumbing**

## HUMAN RIGHTS POLICY

Baloo Plumbing is committed to respecting human rights and believes that all people should be treated with dignity and respect, in line with our values “We care for the wellbeing of all” and “We act with integrity”.

Baloo Plumbing seeks to create positive social impacts by mitigating human rights related risks and promoting respect for human rights across our operations and activities.

As a part of our commitment to respecting human rights, Baloo Plumbing will:

- Work to align our business activities and practices with the *UN Guiding Principles on Business and Human Rights*;
- Treat our employees fairly and without harassment or discrimination, and promote diversity in the workplace;
- Recognise the rights of our employees to allow freedom of association and collective bargaining; Take actions to facilitate the prevention of work-related risks and health hazards;
- Reject any form of slavery, forced or child labour, and work to ensure that such practices are not present in our business or our supply chain;
- Through appropriate due diligence, seek to avoid knowingly engaging in business activities where it could be complicit in human rights abuses, including *Modern Slavery Act 2018* requirements;
- If Baloo Plumbing discovers that it is (or may be) associated with human rights violations, appropriate action will be taken in a timely manner;
- Respect the human rights of the communities in which we operate;
- Proactively engage with stakeholders on human rights issues and provide an easily accessible complaints mechanism to resolve grievances in a timely manner;
- Recognise the rights of Indigenous peoples, acknowledging their connections to lands and waters and respecting their culture; and
- Communicate this policy and our commitment to human rights to all stakeholders, including employees, contractors and suppliers, and those working within our supply chains, and provide human rights training to relevant employees.

Respect for human rights is embedded in other Baloo Plumbing policies and management systems, including the Corporate Code of Conduct, Supplier Code of Conduct and Diversity and Inclusion Policy.

Suspected or actual breaches of this policy should be reported to your supervisor, an Executive Leadership Team member or through the whistleblower policy, which facilitates anonymous reporting via an external service provider.

The Risk and ESG Committee will review the effectiveness of Baloo Plumbing’s Human Rights Policy.

This policy will be reviewed periodically to ensure it remains relevant to the needs Baloo Plumbing and its staff.