

Human Rights Policy

1. Purpose of this Policy

Australia and New Zealand Recycling Platform Ltd (**ANZRP**)(**We** or the **Company**), support the Universal Declaration of Human Rights, the International Bill on Human Rights, the United Nations Guiding Principles on Business and Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation’s Declaration on the Fundamental Principles and Rights at Work.

These principles guide our approach to Human Rights. The expectations we hold within our Company, and those we work with, are outlined in our Human Rights Policy, and our Code of Conduct.

We are committed to upholding the fundamental principles of Human Rights in all aspects of our operations. This Human Rights Policy outlines our dedication to respecting and promoting Human Rights within our organisation, our supply chain, and the communities in which we operate. We recognise that our responsibility extends beyond environmental sustainability to encompass social and ethical considerations, making Human Rights a cornerstone of our corporate values.

We are committed to responsible corporate governance and conducting business in an honest, transparent and ethical manner as well as providing a work environment that is free from discrimination and harassment. We promote equal opportunity for all employees, ensuring fair treatment in hiring, promotion, training and compensation.

2. Who this Policy applies to

This Policy applies to:

- a) ANZRP and all subsidiary and affiliate companies over which it exercises control; and
- b) all Directors, Officers and Employees of ANZRP (which for these purposes include temporary or contract staff, suppliers and consultants) (**Personnel**).

We prioritise the health and safety of our employees and contractors and maintain a staff wellbeing program as well as a certified safety management system.

We extend our commitment to Human Rights to our suppliers and contractors. We expect our partners to share our values and adhere to ethical standards consistent with our policy. We strive to work with suppliers and contractors who uphold Human Rights principles and treat their employees fairly and respectfully.

3. **What this Policy applies to**

This Policy applies to all ANZRP's business and transactions, regardless of where they occur and whether or not any particular conduct may be regarded as common or customary in a particular place or location.

ANZRP is dedicated to being a responsible corporate citizen within the communities we serve. We engage in open dialogue with local stakeholders to understand their concerns and needs. Our operations aim to minimise any negative impact on these communities while promoting positive social and economic contributions.

4. **Modern Slavery**

Modern Slavery refers to situations of serious exploitation, in which coercion, threats or deception are used to exploit victims and deprive them of their freedoms (including, amongst others, exploitative practices such as human trafficking, slavery, forced labour and child labour); and

Modern Slavery risk refers to the prospect of a practice involving modern slavery occurring in a business' operations and/or supply chain.

We maintain an unwavering stance against human trafficking and Modern Slavery in all its forms.

We require our supply chain to be free from any involvement or association with these practices. Through ongoing due diligence, ANZRP actively works to proactively identify and mitigate any potential risks. This includes encouraging supply chain partners to report any potential risks to ANZRP and ANZRP working with the supply chain partner to mitigate them.

5. Reviewing and maintaining the Policy

We encourage employees to report any concerns related to Human Rights violations, without fear of retaliation. We provide information and training to all employees to ensure they are clear on what is expected at ANZRP. ANZRP maintains a confidential reporting process to ensure that any reported issues are thoroughly investigated, and appropriate actions are taken.

6. Reviewing and maintaining the Policy

We recognise that upholding Human Rights is an ongoing commitment that requires continuous improvement.

We regularly review and update our policies, procedures, and practices to align with the relevant legislation, the latest standards and best practices.

The Policy is to be reviewed at least every two years to ensure reports are appropriately recorded, investigated and responded to, that the Policy continues to operate effectively, and confirm whether any changes are required to the Policy.

We work with our Members to enable them to comply with relevant legislation.

7. Board and Senior Management Responsibility

ANZRP's senior leadership team is responsible for implementing, and oversight of, this Human Rights policy.

We are committed to holding ourselves accountable and ensuring that Human Rights remain central to our business operations.

By adhering to this Human Rights Policy, ANZRP aims to foster a workplace and business environment where Human Rights are respected, protected and promoted at all times.

Carla Vasconi
Chief Executive Officer
Australia and New Zealand Recycling
Platform Ltd

Carla Vasconi

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