

## Human Rights Policy

At ANZRP, 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 provide 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.

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.

We stand against human trafficking and modern slavery in all forms. Our supply chain is expected to be free from any involvement in such practices, and we conduct regular due diligence to identify and address any potential risks.

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.

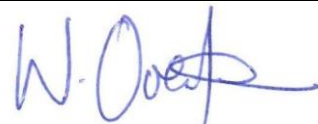
We encourage employees to report any concerns related to human rights violations, without fear or retaliation. We provide information and training to all employees to ensure they are clear on what is expected at ANZRP. ANZRP maintains a confidential reporting process to

ensure that any reported issues are thoroughly investigated, and appropriate actions are taken.

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. We work with our members to enable them to comply with relevant legislation,

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.

<p><b>Warren Overton</b> Chief Executive Officer Australia and New Zealand Recycling Platform Ltd</p>	<p>29 August 2023 </p>
---	---