



WebBeds Group

# Human Rights Policy.

# 1 Introduction.

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At WebBeds Group Limited and its group entities (“WebBeds Group”) we believe in the inherent dignity, equality, and worth of every individual. We are committed to upholding and promoting human rights in all aspects of our operations. This policy serves as a guideline for our employees, suppliers, stakeholders and partners, outlining our commitment to respect, protect, and fulfill human rights.

Our human rights commitments are further implemented through a number of our other group policies, including the key related policies set out at the end of this document.

# 2 Scope.

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This policy applies to all individuals associated with WebBeds Group, including employees, contractors, suppliers, operational partners and customers. It covers our operations within our organisation, as well as any activities we undertake that may impact human rights in the wider community.

# 3 Respect for human rights.

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We respect the fundamental human rights as set out in the Universal Declaration of Human Rights and other relevant international conventions and standards. We are committed to creating a work environment that is free from discrimination, harassment, and any form of unfair treatment.

# 4 Non-discrimination.

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We promote equal opportunities and strive to eliminate discrimination in all aspects of our operations. We do not tolerate any form of discrimination including on the basis of race, colour, religion, gender, sexual orientation, gender identity or expression, national origin, disability, age, covered veteran status, or any other characteristic protected by law.

# 5 Freedom of association and collective bargaining.

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We acknowledge and respect the rights of our employees to freedom of association and collective bargaining as protected under applicable laws. We respect their right to join or not join trade unions or similar organizations and engage in collective bargaining in accordance with applicable laws.

# 6 Labour standards.

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We are committed to maintaining fair labour standards and ensuring safe working conditions for our employees. This includes providing fair wages, reasonable working hours, and a safe and healthy work environment that complies with applicable laws and regulations.

# 7 Supplier and business partner relationships.

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We expect our suppliers and business partners to adhere to the same human rights standards that we uphold including compliance with the Australian Modern Slavery Act 2018 (Cth). We will hold them accountable and work with them to address modern slavery risks and to promote and ensure respect for human rights throughout our supply chain and business relationships.

## 8 Community engagement.

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We are committed to being a responsible corporate citizen and contributing positively to the communities where we operate. We will seek to engage with local communities, respecting their cultural heritage and supporting initiatives that promote human rights, social justice, and sustainable development.

## 9 Accountability and reporting.

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We will regularly review and assess our human rights performance, taking necessary actions to address any shortcomings and continuously improve our practices. We encourage open communication and provide mechanisms for reporting human rights concerns or violations, ensuring confidentiality and protection for individuals reporting human rights concerns. We will ensure that our reporting mechanisms comply with all relevant laws including whistleblower protection laws.

Where we identify that we have caused, contributed to or are directly linked to adverse human rights outcomes, we will seek to manage, resolve and address those issues identified.

## 10 Training and awareness.

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We will provide training and educational resources to our employees, stakeholders, and partners to enhance awareness and understanding of human rights principles. This will help foster a culture of respect and support for human rights throughout our organization. We acknowledge the importance of ensuring our training includes cultural sensitivity training to promote understanding and respect for the diverse cultures within the countries in which we operate.

## 11 Policy review.

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This human rights policy reflects our commitment to upholding and promoting human rights within our organisation and beyond. We will strive to create an inclusive and equitable environment where human rights are respected, protected, and fulfilled. This policy will be reviewed periodically to ensure its ongoing relevance and effectiveness.

## 12 Interaction with related policies and the law.

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This policy reflects WebBeds Group's global position on human rights. Our human rights commitments are further outlined and implemented throughout a number of our other group policies, including the key policies and documentation listed below:

- Code of Conduct
- Whistleblower Policy
- Diversity Policy
- Equal Employment Opportunity, Bullying and Harassment Policy
- Occupational Health and Safety Policy
- Modern Slavery Statement

If there is any conflict between the contents of this policy and the laws of your country, the laws of your country will prevail.

