

Our Position:

We believe that respect for human rights is foundational to our business operation and engagement with our customers, suppliers, employees, stakeholders and communities. As a global operation this view applies wherever we do business. We are committed to maintaining and improving practices and processes, conducting due diligence and implementing policies and procedures to address any salient human rights risks.

Our Principles:

Non-Discrimination and Inclusion:

We value diversity in our workforce and throughout our customers, suppliers and other stakeholders. We provide equal employment opportunity for all applicants and employees.

Non-Tolerance of Workplace Harassment:

We expect our employees to treat one another with respect and to extend that same dignity to our customers and suppliers and others in our community. We are committed to a workplace free of harassment in any form both as a matter of principle and as compliance with any local law, regulation or ordinance.

Workplace Safety:

We are committed to providing a safe and healthy work environment to include a secure business environment for our employees, contractors, suppliers, customers and visitors. We comply with regulatory requirements and work toward improved processes to provide greater protection beyond the minimum. We prohibit inhumane treatment and do not tolerate involuntary or forced engagement that puts individuals at risk.

Employment Conditions and Practices:

Specified working hours will not exceed the maximum set by local law and compensation will comply with applicable wage laws including minimum wages, overtime and legally mandated benefits. We do not employ any individual under the age of 16.

Freedom of Expression and Personal Privacy:

We are committed to the right of privacy and freedom of expression and work to protect against unauthorized access, use, destruction, modification, or disclosure of personal information and data. We comply with all laws, regulations or policies as part of our management of personal information.

Our Process for Remedy and Grievance:

We have mechanisms in place for individuals to identify and submit violations of human rights. We promptly investigate any allegations of human rights violations and provide opportunities for grievances to be heard and appropriate action to be taken to mitigate any adverse impacts. We do not tolerate any retaliation against anyone who in good faith questions conduct or reports a violation of any law or policy.

Oversight

This policy has been approved by the Board who have delegated the Human Resources Committee to monitor, review and have oversight for the policy. An annual review will be undertaken with revised policies to go to the board for approval. Any serious breaches will be immediately reported to the board who will have responsibility to ensure an appropriate investigation is taken into the grievance and to cooperate in remedying any adverse human rights impacts which the company has caused or contributed to.

This Policy should be read in conjunction with the following Altium Policies;

- Whistleblower Policy
- Diversity Policy
- Code of Conduct
- Ethical Behaviour Policy
- Anti-Bribery and Corruption Policy

Approved by the Board

Date:



26 June 2020

Samuel Weiss
Chairman