

Human Rights Policy

At Horizon Power, we are committed to respecting human rights across both our operations and our supply chain. We value the important role we play in fostering ethical business practices in our industry that help to address modern slavery and protect human rights.

Human rights are rights inherent to all individuals, regardless of background, where we live, what we look like, what we think or believe. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Protecting our human rights ensures that everyone is treated equally, fairly and with respect. At Horizon Power, our Human Rights Policy (Policy) formalises our commitment to respect human rights and is supported by our Code of Conduct and Supplier Code of Conduct.

This Policy applies to all employees, suppliers, officers, and business partners.

Our Commitment

We strive to conduct business in a way that respects the human rights, dignity and equality of people, while complying with legal and regulatory requirements incorporating the protection of human rights.

We pledge to:

- recognise our responsibility, under the UN Guiding Principles on Business and Human Rights, to respect human rights in all areas of our operations.
- respect, at a minimum, internationally recognised human rights, as set out in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.
- support the 10 principles of the United Nations Global Compact which relate to human rights, labour, environment and anti-corruption; additionally, we support the international agenda to abolish human trafficking, slavery, forced and child labour.

As a business, we:

- are committed to operating with the highest ethical standards and behaviour.

- respect the rights and interests of the communities in which we operate, engaging with our stakeholders to listen and understand their concerns around managing the environment, and the economic and social impacts of our activities.
- develop and maintain respectful relationships with traditional owners and custodians of the lands, respecting their rights to culture, identity and connection to their traditional country.
- are committed to increasing the percentage of Aboriginal and Torres Strait Islander business participation within our supply chain to enhance supplier diversity and improve economic and social outcomes for these businesses.
- continue to strengthen our knowledge and understanding of our connection to human rights risk.

As a purchaser of goods and services, we:

- seek to engage suppliers that can comply with the principles contained in this Policy and our Supplier Code of Conduct.
- seek our suppliers' commitment to comply with our Supplier Code of Conduct and other related policies, or their own comparable policies, in relation to their own operations and supply chains.

- seek a commitment from our suppliers to have in place and maintain adequate policies, controls, procedures and training designed to prevent, detect, assess, manage and remedy human rights impacts, including modern slavery, in their operations and supply chains.
- endeavour to exercise due diligence within our operations and supply chains, to identify and remediate actual or potential adverse human rights impacts, which we may cause, contribute or be directly linked to.
- will engage with suppliers to assist in their understanding of human rights, helping them adopt best practices to ensure ongoing respect for human rights.

As an employer, we:

- are committed to providing a safe and inclusive workplace where all employees are treated with equity, respect and dignity, free of discrimination or harassment.
- are committed to increasing Aboriginal employment opportunities through recruitment, retention and professional development initiatives;
- consider the rights of people with a disability.
- respect the rights of our employees to freely choose to join or not join unions or associations for worker rights.
- strive to provide working conditions that are safe, healthy and respectful of human rights.
- are opposed to and will oppose all forms of slavery, forced or compulsory labour and child labour, both within our organisation and within our supply chain.

Reporting concerns

Everyone is expected to report known or suspected violations of applicable laws, regulations, policies and our ethical standards, including impacts upon human rights. Any concerns related to human rights impacts in our operations or in our supply chain may be reported pursuant to our Public Interest Disclosure Policy.

Remedies

We are committed to providing effective remedies in situations where our operations may cause or contribute to adverse human rights impacts. If this should occur, we will engage directly with affected persons, and work with our suppliers, business partners and key stakeholders to remediate such impacts and consider internal process improvements to prevent similar impacts in the future.

Governing body with oversight

This Policy will be periodically reviewed and updated by the Office of the CEO, to ensure it reflects any changes in human rights requirements and continues to address any human rights risks affecting Horizon Power, our employees, suppliers and business partners.

The Executive General Management team of Horizon Power considers human rights risks and assesses the adequacy of the business's current policies and processes to mitigate and address such risks. Importantly, the term 'risk' in this context is used to refer to the risk of harm to people within our operations and our supply chains.



For more information or questions about this Policy, please contact:

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