

Statement on Human Rights

BiSN is committed to being a responsible corporate citizen, respecting human rights and supporting the protection and advancement of human rights. With operations around the world, we strive to uphold global standards for responsible business, including equal opportunity, the freedom to associate and bargain collectively and the elimination of modern slavery, human trafficking and harmful or exploitative forms of child labour. We exercise our influence by conducting our business operation in ways that seek to respect, protect, and promote the full range of human rights such as those described in the United Nations' Universal Declaration of Human Rights.

Although we believe that governments around the world bear primary responsibility for safeguarding human rights, we acknowledge the corporate responsibility to respect human rights articulated in the United Nations' Universal Declaration of Human Rights. BiSN complies with the laws and regulations of the countries in which we operate while simultaneously conducting our business and encouraging the promotion of human rights through our own policies, standards, and practices. These include:

- The BiSN Code of Conduct which underscores our values and our commitment to ensuring a workplace that supports equal opportunity, dignity, and respect.
- A method for reporting any grievances for individuals and communities that may be adversely impacted by observed behaviour.

The promotion of human rights at work is regarded as a mutually beneficial objective for management and employees at all levels.

The policy will be kept up to date, particularly as the business changes in nature and size. To ensure this, the policy, and the way in which it has operated will be reviewed from time to time, and employees advised of any changes.



Paul Carragher
Chief Executive Officer

Date: December 15, 2022