



THE CALDERYS GROUP HUMAN RIGHTS STATEMENT

Introduction

Human rights are fundamental principles which allow an individual to lead a dignified life free from abuse and violations. These basic rights include freedom of speech, privacy, health, liberty and security. It also includes access to clean water and sanitation, an adequate standard of living and non-discriminatory access to employment. Some human rights violations such as modern slavery, are serious crimes where some of the most vulnerable people in society are exploited for criminal gain. Calderys has published a [Modern Slavery Statement](#) which can be read in conjunction with this Policy.

As a fundamental operating principle, we strive to respect human rights wherever we do business. We are committed to doing no harm, to avoiding infringing upon the human rights of others, and to addressing adverse human rights impacts where they may be caused, contributed by, or linked to our activities. We uphold these commitments not only within our direct operations but also seek to ensure that our suppliers, contractors and other parties do the same.

Our Commitment

Our commitment is guided by the laws governing human rights in all the countries in which we operate, as well as in the following international standards:

- Universal Declaration of Human Rights;
- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work;
- Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD).
- United Nations (UN) Guiding Principles on Business and Human Rights.



Where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

We will not tolerate, nor will we condone, abuse of human rights within any part of our business or supply chains, and we will take seriously any allegations that human rights are not properly respected. We commit to zero tolerance towards all forms of harassment, discrimination and exploitation.

Assessing human rights risks and impacts

We recognize that we must take steps to identify and address any actual or potential adverse impacts with which we may be involved whether directly or indirectly through our own activities or our business relationships. We manage these risks by integrating the due diligence we undertake into our policies and internal systems, acting on the findings, tracking our actions, and communicating with our stakeholders about how we address impacts.

Remedies

We continue to build awareness and knowledge of our employees and workers on human rights, by encouraging them to speak up, without retribution, about any concerns they may have.

Promoting human rights

We seek to establish relationships with entities that share the same principles and values. We promote human rights awareness and respect along our value chain, including the adoption of legal contractual clauses.

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