

HUMAN RIGHTS COMMITMENT STATEMENT 2024

At Atlas Arteria, the inherent dignity and equal rights of every individual are at the core of our values. As a responsible member of the global business community, we are steadfast in our commitment to uphold and respect internationally recognised human rights across all facets of our operations, supply chains, and business relationships.

In alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs), this statement underpins our Vision and Values and outlines our commitment to respecting and promoting human rights in all our operations and business relationships.

Our Commitment

We are committed to:

- Respecting all internationally recognised human rights set forth in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, as well as all additional standards covering the human rights of individuals from groups or populations that may be particularly vulnerable to negative impacts resulting from our operations;
- Ensuring our operations do not infringe on human rights; and
- Addressing and remedying by meeting all applicable legal requirements, any adverse human rights impacts resulting from our operations.

We strive to comply with national law and respect internationally recognised human rights wherever we operate. Where they are in conflict, we respect national law while seeking to honour the principles of internationally recognised human rights.

We expect all employees, contractors, suppliers, and other stakeholders associated with Atlas Arteria to abide by these principles.

Due Diligence

We are committed to conduct regular human rights due diligence to identify, prevent, mitigate, and account for how we address potential and actual human rights impacts. This process involves assessing both internal operations and our broader business relationships.

We will:

- Conduct regular human rights due diligence to identify, prevent, and mitigate potential and actual adverse impacts;
- Integrate findings from this due diligence into our decision-making processes; and
- Track our performance and effectiveness in addressing human rights impacts.

Our People

We are committed to providing a safe and healthy working environment for all our employees, free from discrimination and harassment. We believe that every employee has the right to be treated with respect and dignity, and we strive to create a workplace culture that values diversity and inclusivity. We will also provide training and support to our employees to help them understand their rights and responsibilities regarding human rights.

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Business Relationships

We expect our business partners, including suppliers and contractors, to uphold the same human rights standards.

We will:

- Include human rights clauses in contracts and agreements; and
- Conduct due diligence on potential partners to ensure alignment with our human rights commitments.

We encourage all our suppliers to adhere to our Supplier Code of Conduct, which outlines our expectations regarding human rights, labour practices, environmental sustainability, and business ethics. Where necessary, we will work with our suppliers to help them understand our expectations and to build their capacity to meet our standards. We also monitor and review our suppliers to ensure that they are compliant with our human rights statement and expectations.

Reporting and Transparency

We are committed to transparency in our human rights practices.

We will:

- Regularly report on our human rights performance and initiatives; and
- Engage with stakeholders, including communities affected by our operations, to ensure their concerns are heard and addressed.

Grievance Mechanism

We will establish a grievance mechanism that allows individuals and communities to raise concerns or complaints related to our human rights impacts utilising and developing or complementing as necessary, our Speak Up/Whistleblower system.

This mechanism will be:

- Accessible to all stakeholders;
- Transparent in its processes and outcomes; and
- Based on dialogue and engagement to address grievances.

Training and Awareness

We will raise awareness of human rights issues relevant to our operations and industry.

We will ensure that all employees and contract staff receive training on our human rights commitments and their responsibilities.

Continuous improvement

We recognise that our commitment to human rights requires ongoing effort and improvement. We will regularly review our policies and procedures to ensure that they are up-to-date and effective in addressing human rights risks. We will also seek feedback from our stakeholders, including our employees and business partners, to understand their expectations and to identify areas where we can improve. We believe that continuous improvement is essential for maintaining our commitment to upholding human rights.

Our contribution

We acknowledge that little steps can have a big impact. Therefore, we are committed to taking small steps that collectively can make a significant difference in promoting and upholding human rights.

We also recognise that promoting human rights is not only a moral imperative but also a business imperative. Respect for human rights is essential for building trust with our stakeholders, including customers, investors, and employees. It is also essential for managing risks and ensuring the long-term sustainability of our business. By upholding human rights, we can build a more just and equitable society, where all people can live with dignity and respect.

Approval

This statement has been approved by the Boards of Atlas Arteria and is supported by senior management.