



Human Rights Policy

Corio Generation

28 February 2023

CORIO

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Policy owner: Head of WHSES

Approver: Board of Directors

Policy statement: This policy describes Corio's commitment to respect human rights as described in relevant legislation as well as international conventions. It also covers the governance strategy for the implementation of the policy.

Application All Corio employees, suppliers, contractors, and partners are expected to understand, and work in commitment to this policy. Corio encourages its employees and any other parties interacting with Corio operations to speak up. If anyone wishes to raise a concern or complaint, they may contact any Corio leader or use the independent, external whistleblowing service at <https://coriogeneration.integrityline.com>. The Corio Integrity Line site is available in 14 languages and concerns may be raised anonymously. Every case will undergo a proper investigation of facts and human rights experts will be engaged in the process.

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1. Human Rights Policy declaration

It is the purpose of this Policy to define Corio's commitment to respect Human Rights in line with the UN Guiding Principles on Business and Human Rights. We base our human rights policy commitment on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Our principle is that 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.

1.1 Our commitment to Human Rights

In Corio we are committed to respecting fundamental human rights and dignity of all individuals within our company, on the supply chain and in the communities, we are operating. Respect to Human Rights is fully integrated in Corio's strategy, decision making processes and culture.

Corio recognizes the importance of maintaining and promoting the fundamental human rights of employees by operating under programs and policies that:

- Prohibit child labour, forced labour, and human trafficking;
- Promote a workplace free of discrimination and harassment;
- Promote and protect health and safety in the workplace;
- Recruit ethically;
- Provide fair compensation and other conditions of employment in compliance with all applicable laws and Corio's internal benefits;
- Promote inclusion and diversity in the workplace;
- Recognize employee's rights to freedom of association, and the effective recognition of the right to collective bargaining, without fear of reprisal or intimidation, and;
- Zero tolerance to bribery or corruption in any form, regardless of where Corio operates.

1.2 Policy implementation

Corio recognises that it is a must to identify and address any actual or potential adverse impacts with which the company may be involved whether directly or indirectly through its own activities or business relationships. Corio manages these risks by:

- Having processes and mechanisms of control in place to implement human rights in our operations;
- Engaging with partners, contractors and suppliers through onboarding processes, due diligence, and corrective action plans to minimize adverse human rights impacts;
- Making contractual agreements with our partners, suppliers, and contractors, requiring them to respect internationally recognized human rights in their work, in consistence to Corio's commitments in this policy;
- Conducting periodic reviews to avoid complicity in human rights abuses and seek to avoid causing or contributing to adverse human rights impacts through own activities;
- Delivering human rights-related training and awareness-raising activities among employees;
- Working to promote respect for human rights within our spheres of influence through stakeholder engagement, collaboration, and participation in various forums and associations;
- Encouraging our employees, suppliers, and stakeholders to speak up, without retribution, about any concerns. We will not tolerate retaliation or reprisal against any workers, suppliers, or others for having reported suspected violations of this Policy;
- Promoting diversity and inclusion in our own organisation and beyond;
- Striving to provide and/or cooperate in the provision of effective remedy when adverse human rights impacts occur as a result of our activities, and;
- Reporting regularly and transparently on our human rights work

1.3 Related policies

The Human rights expectations are also reflected in other Corio's policies, such as:

- [WHSES Policy](#)
- [Code of Business Ethics and Conduct Genuine Accountability in Leadership and Ethics](#)
- [Third-Party Due Diligence Procedure](#)
- [Anti-Bribery & Corruption Policy](#)
- [Global diversity & inclusion policy](#)
- [Global policy on bullying and harassment](#)
- [Equal opportunities policy](#)