



HUMAN RIGHTS STATEMENT

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CONTENTS

1	PURPOSE	2
2	SCOPE	2
3	PRINCIPLES	2
4	REGULATIONS AND STANDARDS	3
5	INDIGENOUS PEOPLES' RIGHTS	3
6	APPROACH	4
7	REPORTING SUSPECTED VIOLATIONS	4
8	GOVERNANCE	5

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1 PURPOSE

i24s Group Pty Ltd (“i24s”) (“the Group”) (ABN 74 650 861 402), is a 100 per cent owned and operated Aboriginal business. The Group is a leading provider of talent pipeline/workforce solutions, industrial equipment hire and goods, and outreach and advocacy services, for the Mining, Resources, Energy, Infrastructure and Property sectors.

The objective of this **Human Rights Statement** (“Statement”) is to outline our commitment to human rights which are inherent with our purpose.

Our Code of Conduct sets out a common framework for how we expect our people to behave and do the right thing. Knowing, understanding and applying the Code of Conduct, is a fundamental part of who we are, what we stand for, and how we do business.

As a Group, we acknowledge and respect the fundamental human rights of our employees, officers and contractors, as well as all individuals we engage with, either directly or indirectly. Our steadfast dedication to human rights is evident in our actions and our participation in voluntary initiatives such as the United Nations’ (UN’) Global Compact and our corporate policies.

We strive to prevent any involvement in human rights violations, comply with all relevant labour and employment laws, and use recognised labour principles and guidelines in how we do business.

2 SCOPE

This Statement applies to management and employees of the Group. However, from-time-to-time and only if authorised by the Co-Founders and Officers/Executive Directors of the Group, this Statement may also apply to sub-contractors and other parties undertaking work for the Group.

When the following terms are referenced herein, “we”, “our” or “us”, we are referring to everyone at i24s. The scope of this Statement applies to all workplaces which are under the Group’s control.

3 PRINCIPLES

i24s will the principles set out below.

- Provide a professional, safe and secure place to work where people are treated with dignity and respect, free from unlawful harassment and unfair discrimination.
- Seek to prevent or mitigate adverse human rights impacts that are directly related to our operations and services through our business relationships.
- Promote fair and equal treatment for all people, irrespective of race, ancestry, ethnicity, Indigenous culture, citizenship, creed, colour, age, physical features, sex, sexual orientation including LGBTIQ+ (lesbian, gay, bisexual, transgender, intersex, questioning), lawful sexual activity, gender identity and expression, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, industrial activity or trade union membership, affiliation, or military status.
- Have zero tolerance for modern slavery including forced labour, child labour, sexual exploitation or abuse, and human trafficking. We prohibit our people from engaging in,

allowing or ignoring modern slavery in their conduct of our business or in relation to our clients' projects.

- Comply with the traditions, culture, local laws and regulations of the places in which we operate and cooperate with the relevant authorities to respect and promote human rights.
- In Australia, we acknowledge the unique and important interests that Aboriginal and Torres Strait Islander communities have in the land, water, sky and the broader environment affected by our work.
- Partner with third parties that are aligned in their approach to respecting human rights and reflect their obligations in our Business Partner Code of Conduct.
- We are prepared to end relationships with third parties if they have been found to violate human rights.

4 REGULATIONS AND STANDARDS

i24S will comply with all Australian requirements and legislations, as well as internationally recognised human rights and standards.

We seek to:

- act in accordance with internationally declared human rights and standards, including those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work; and
- follow the UN' Guiding Principles on Business and Human Rights (UNGPs) Respect, Protect, Remedy framework.

5 INDIGENOUS PEOPLES' RIGHTS

i24s is a 100 per cent Aboriginal owned business and is committed to respecting the rights of Indigenous Peoples in alignment with the UN' Declaration on the Rights of Indigenous Peoples. We help to advance reconciliation between Indigenous and non-Indigenous peoples through a rights and engagement-based approach, which supports:

- Aboriginal and Torres Strait Islander peoples' self-determination;
- Aboriginal and Torres Strait Islander peoples' participation in decision making;
- respect for and protection of Aboriginal and Torres Strait Islander peoples' cultures, histories, knowledge and rights; and
- positive race relations through anti-discrimination strategies.

6 APPROACH

We are committed to working with key stakeholder groups – people (employees, officers and contractors), clients, suppliers and financiers – to manage human rights in our work.

The Group will apply the following approach with the various stakeholders.

People

- Not tolerate harassment or discrimination in our workplace.
- Protect the health and safety of our people at work and promote their wellbeing.
- Promote a culture that fosters inclusion and diversity as well as flexibility.
- Provide learning and development opportunities.
- Encourage employees to speak up if they observe conduct contrary to the law, our Code of Conduct or policies, whether is conscious or unconscious, intentional or unintentional.
- Investigate allegations of human rights violations, illegal behaviour or non-compliant conduct and act to remediate the impacts.

Clients

- Communicate the expectations of this Statement and our Business Partner Code of Conduct.
- Not engage in any work that is directly linked to human rights violations and seek to mitigate impacts.
- Only proceed with an engagement if we are comfortable that our work will not contribute to any human rights violations.
- Be prepared to stop our engagement or cease work on a project, if our integrity could be called into question.

Suppliers

- Communicate the expectations of this Statement and Business Partner Code of Conduct.
- Discuss any concerns we have with our suppliers, if their products or services are directly linked to human rights violations and seek to mitigate impacts.
- Be prepared to terminate our relationship, if our integrity could be called into question.

7 REPORTING SUSPECTED VIOLATIONS

Information on potential non-compliance with this Statement by i24s, its employees, clients, suppliers and any third parties with whom i24s conducts or anticipates conducting business with, must be reported promptly.

Employees can report suspected violations, grievances or misconduct, by:

- contacting or speaking to their supervisor;
- contacting or speaking to any of the Co-Founders and Officers/Executive Directors.

We encourage all stakeholders to report and express their concerns relating to our activities and suspected violations of our policies, including this Statement.

If our business activities are suspected of causing or contributing to human rights violations, i24s will investigate, address and respond to any concerns raised and take appropriate corrective action.

8 GOVERNANCE

The governance of this Statement is overseen by the Group's Officer, Angela Kickett. For further information about human rights, please contact i24s on +61 8 9209 2090 or admin@i24s.com.au

Angela Kickett

Angela Kickett

Co-Founder/Executive Director

