

## 1. Policy Application

This Policy applies to all directors, officers and employees at every level of Cleanaway Waste Management Limited and our controlled entities (**Cleanaway, we and us**) and in every part of our business.

Cleanaway is also committed to working with joint venturers, suppliers, community partners, contractors and other third parties who uphold the principles in this Policy or who adopt similar policies within their own businesses.

## 2. Guiding Principles

We support the Universal Declaration of Human Rights, the International Bill on Human Rights, the United Nations Guiding Principles on Business and Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on the Fundamental Principles and Rights at Work. These principles guide our approach to human rights.

In addition to complying with local laws and regulations where we operate, we focus our efforts on respecting and supporting the rights of our workforce and treating those who work for or with Cleanaway fairly, without discrimination, and in conditions that respect the rights and dignity of each individual.

## 3. Our Commitment

Cleanaway is committed to respecting and supporting the human rights of all people, including our employees, the communities in which we operate, those within our supply chains and those who may be impacted by our activities.

### Our operations

We commit to:

- Instituting **robust governance** of human rights in our operations and our supply chain
- **Clearly communicating** our human rights expectations with our suppliers and partners
- Undertaking **risk assessments** of our operations and those of our suppliers to identify, prevent, mitigate and address actual or potential human rights impacts from our activities
- Engaging with stakeholders to understand the impacts of our activities and working with them to optimise benefits and limit any adverse impacts in an open and inclusive manner
- Ensuring we are **not complicit** in behaviour that might contravene our Policy
- Continuously improving our **grievance mechanisms** to ensure they are accessible, fair, transparent and compatible with human rights principles
- Operating and complying with the requirements of the **Modern Slavery Act 2018** (Cth)

## Our people

We commit to:

- **Not discriminating** against any person based on any protected attribute under state or federal anti-discrimination legislation, including race, origin, religious or political beliefs, disability, gender, sex, intersex status, gender identity and sexual orientation, medical condition, freedom of association or age
- We **strive to provide a safe and inclusive workplace** free from bullying and any form of physical, mental or sexual harassment
- **Never using forced, bonded or child labour**
- Providing working conditions that comply with applicable laws and regulations for the **health and safety** of all people involved in our business
- **Respecting the political and civil rights** of our employees
- Compensating our workers with **wages and benefits that meet or exceed the legally required minimum**
- Ensuring **working hours comply** with national laws
- **A zero tolerance of threats, intimidation and attacks** against those who raise human rights concerns

## Our communities

We respect the human rights of the communities and indigenous peoples in all areas where we operate. We commit to contributing to the social, economic and institutional development of these communities.

## 4. Responsibility

All Cleanaway employees, suppliers, contractors, consultants and other business partners are expected to adhere to this Policy and all related standards, guidelines and procedures notified by Cleanaway from time to time. The Company Secretary is responsible for ensuring this Policy is implemented.

## 5. Addressing Concerns

Cleanaway's Modern Slavery Working Group, who report to the Executive Committee, who then report up to Cleanaway's Sustainability Committee (reporting to the Board), is charged with the oversight of human rights matters, including implementation and compliance with this Policy.

If anyone believes that someone at or associated with Cleanaway is violating this Policy or the law, we encourage they report it immediately to their manager, Human Resources, the Legal team or the independent FairCall service.

Our [Whistleblower Policy](#) details how a report can be made through FairCall.

We are committed to ensuring that everyone can raise concerns anonymously, freely, without fear of reprisal or intimidation, and that any complaints are dealt with fairly, thoroughly, confidentially and in a timely manner.

## 6. Review of Policy

This Policy will be reviewed periodically, or as otherwise as required. If changes are required, they will be recommended to the Executive Committee for approval.

**This Policy was last reviewed and approved by the Executive Committee on 25 March 2022.**

**Version control table**

Document description	Human Rights Policy
Document owner	Company Secretary
Document approved by	Executive Committee
Last review	25 March 2022
Version number	1
Approval date	25 March 2022
Next review date	As required