



Human Rights Policy

Policy No. BAPCORP023

Effective date: 1 June 2020

Last reviewed date: 16 June 2020

Recommended by: CEO

Authorised by: Board

Human Rights Policy

1. Introduction

This policy sets out Bapcor's commitment to respecting and promoting human rights.

Bapcor's approach to human rights is underpinned by Our Values, Code of Conduct and Environmental, Social and Governance (ESG) strategy.

Bapcor's policy and definition of human rights is informed by the United Nation's (UN) Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work, and other related conventions.

Bapcor is a signatory to the UN Global Compact and its Ten Principles on human rights, labour, environment and anti-corruption.

2. Application

This policy applies to Bapcor Limited, its subsidiaries and related bodies corporate (together Bapcor), including officers, team members and contractors.

Bapcor expects all team members and contractors to comply with this policy, in keeping with the standards defined by this policy.

3. Policy

Bapcor will endeavour to:

- a) Protect and uphold fundamental human rights in all of our businesses, operations and across all of our locations, by conducting our business with due care pursuant to relevant laws and regulations.
- b) Adhere to the laws and regulations in the markets in which we operate. Where conflict exists between internationally recognised human rights and local laws, we will follow processes intended to uphold the principles of international human rights standards.
- c) Ensure working conditions of our team members are, at minimum, in compliance with internationally recognised labour standards set out by the ILO Declaration on Fundamental Principles and Rights at Work, and the laws of the countries we operate in. This includes adherence to the principle of non-discrimination in the workplace, the prevention of child and forced labour, the right of freedom of association, and the right to collective bargaining.
- d) Engage with, and philosophically support, the objectives and requirements of Modern Slavery legislation across all jurisdictions in which we operate, in a manner consistent with the behaviour of a responsible global corporate citizen. Our approach to identifying, managing and mitigating modern slavery risk is outlined in Bapcor's Ethical Supply Chain/Procurement (ESC/P) policy.
- e) Create workplaces that are safe, diverse and inclusive where people are treated with dignity and respect. This means that we will not tolerate discrimination, bullying, harassment, sexual harassment, vilification or victimisation in accordance with Bapcor's Respect in the Workplace Policy.

4. Reporting Violations

A confidential and externally managed whistleblower service 'Speak Up at Bapcor', including hotline, email address and online webform, is available and any actual or suspected violations of the Human Rights Policy should be reported to this service.

The 'Speak Up at Bapcor' service is an independent, externally managed reporting service that enables whistleblowers to confidentially raise concerns regarding actual or suspected misconduct. The service can be contacted in a variety of ways:



Telephone in Australia - 1300 304 550
Telephone in New Zealand - 0800 425 008
Email - bapcor@stopline.com.au
Web - bapcor.stoplينenreport.com
Facsimile - +61 3 9882 4480
Mail - STOPline
Locked Bag 8
Hawthorn. Victoria. 3122
Australia

The Bapcor Whistleblower Policy is available on Core (Bapcor's intranet site) and the Bapcor website.

Bapcor operates in Thailand, and can be contacted in a variety of ways:

Primary Contact: - Darryl Gray, General Manager Burson Thailand
Telephone in Thailand - +66 9 4750 1143
Email - darrylg@burson.co.th
Address - Unit 3B, 3rd floor, Central Station building, 23/34-35 Trimitr Road,
Taladnoi, Samphanthawong, Bangkok, 10100, Thailand

5. Responsibilities

The Board of Bapcor (Board) has responsibility for this policy, including its regular review and the monitoring of its effectiveness.

Bapcor will report publically on performance in its annual reports and UN Global Compact Communications.

6. Related policies, frameworks and other references

- [Bapcor Values](#)
- [Bapcor Code of Conduct](#)
- [Bapcor Environmental, Social and Governance \(ESG\) Strategy](#)
- [Bapcor Ethical Supply Chain/Procurement \(ESC/P\) Policy](#)
- [Bapcor Whistleblower Policy – 'Speak Up at Bapcor'](#)
- Bapcor Respect in the Workplace Policy (available on Core, Bapcor's intranet site)
- [Bapcor Risk Management Framework](#)
- [Modern Slavery Act 2018](#)
- [United Nations Universal Declaration of Human Rights](#)
- [United Nations Global Compact](#)
- [International Labour Organisation's \(ILO\) Declaration on Fundamental Principles and Rights at Work](#)

6. Version Control

Version	Amendment/s	Date created	Author
1.0	Establish policy	01 June 2020	JJ