

Human Rights Policy

Purpose

Re Vera Group is committed to upholding and promoting human rights across all aspects of our operations and supply chains. We recognise our responsibility to conduct business in a manner that respects the dignity, equality, and wellbeing of all people.

Our Commitment

We stand firmly against all forms of modern slavery and human rights abuses. This includes, but is not limited to:

- forced, bonded, or compulsory labour;
- child labour;
- human trafficking;
- servitude or debt bondage;
- exploitative recruitment practices; and
- any form of discrimination, harassment, or abuse.

We respect the principles outlined in internationally recognised human rights instruments, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and relevant International Labour Organization (ILO) conventions.

Scope

This policy applies to all Re Vera Group employees, contractors, and suppliers. We expect everyone associated with our operations to uphold these standards and promote a culture of ethical and lawful conduct.

Implementation and Due Diligence

To support this commitment, Re Vera Group will:

- Integrate human rights considerations into our policies, procedures, and risk management frameworks.
- Undertake due diligence to identify, prevent, and mitigate any actual or potential human rights impacts in our operations and supply chain.
- Engage with suppliers and contractors to ensure responsible sourcing and ethical business practices.
- Include human rights requirements in relevant contractual arrangements and procurement processes.
- Provide training and awareness for employees to recognise and report potential issues.

Community and Environmental Considerations

We strive to contribute positively to the communities in which we operate, ensuring that our activities enhance local wellbeing and minimise any adverse social or environmental impacts.

Governance and Accountability

Re Vera Group's leadership is accountable for implementing this policy and ensuring compliance throughout the organisation. We encourage employees, suppliers, and stakeholders to raise any human rights concerns through appropriate reporting channels, free from fear of retaliation.

Noted by:

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