

## Dignity at Work

Polarcus recognises everyone's right to be treated with dignity and respect and we are committed to maintaining a work environment free from bullying, harassment, discrimination or victimisation. All reports of incidents relating to such behaviours shall be dealt with appropriately and in a timely manner.

Such behaviour may be in the form of oral or written statements, gestures, or expressions communicating a direct or indirect threat of physical or psychological harm.

Individuals who demonstrate such behaviours may be removed from the workplace and subject to investigation with potential disciplinary action.

Implementation of this Commitment shall ensure maintenance of an environment where people feel safe and cared for.

## Stop Work

Anyone engaged in work on a Polarcus worksite or on behalf of Polarcus has the authority, the right and the duty to intervene and stop any work that they feel is unsafe or inappropriate. Once any activity has been deemed unsafe or inappropriate the work must cease and be reported to the immediate line manager or senior person on site for their review and action.

The activity may only resume once everyone involved is in agreement that it is safe and appropriate to continue.

## Human Rights

Polarcus believes in the inherent dignity and the equal and inalienable rights of all members of the human family. This is the foundation of freedom, justice and peace in the world.

Polarcus recognize the importance of the Universal Declaration of Human Rights (UDHR) and strives to ensure that our business embraces the promotion of universal respect for, and observance of, human rights and fundamental freedoms.

Polarcus also recognize the ILO Conventions and Recommendations on child labour and the ILO Conventions and Recommendations on forced labour, modern slavery and human trafficking, and take actions to ensure that Polarcus does not violate any of these conventions or recommendations.

If anyone has, or if anyone is aware of someone who has, been the subject to any unacceptable behavior or situation as described above while on company business, whether or not it involves a Polarcus employee, that person must report it immediately to his or her supervisor or manager. Supervisors and managers who receive such reports must seek advice from the Polarcus HR Department and an appropriate course of action will be implemented.



Duncan Eley, CEO