

# AKOSTAR

## HUMAN RIGHTS POLICY

At Akostar BV, we care for the world we live in, and we have a longstanding commitment to conducting business responsibly.

This Human Rights Policy reflects our commitment to respect the human rights of our stakeholders, including our employees, clients, investors, partners, suppliers and other people impacted by our value chain.

### 1. AKOSTAR BV'S COMMITMENT

- Akostar BV is taking reasonable and practical steps to respect the human rights of people across our business and value chain, including respecting the standards set out in the International Bill of Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct, the ILO Declaration on Fundamental Principles and Rights at Work, and the ILO Fundamental Conventions.
- We align our actions with the United Nations Guiding Principles on Business and Human Rights.

### 2. AKOSTAR BV'S APPROACH

- Our commitment to comply with laws and to respect the fundamental human rights of others is embedded in our Standards of Business Conduct. The same expectations apply to our suppliers, as reflected in the Supplier Code of Conduct.
- To demonstrate Akostar BV's commitment to respect human rights, we have formalised this Human Rights Policy, which is or will be supported by relevant policies and processes. We conduct due diligence to identify, prevent and/or mitigate potential adverse impacts to people across our business and value chain, and account for how impacts are addressed.
- We embed mandatory training throughout our organisation to create awareness on human rights and govern potential impacts.

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## 3. AREAS OF FOCUS

- **Just and favourable conditions at work**

We are committed to treating those working for us and those impacted by our operations fairly, and are committed to providing a work environment free from all forms of discrimination, violence and harassment. We uphold the right to fair and equal pay for equal work that provides for a living wage.

We are committed to providing safe, healthy and secure working conditions for our colleagues and contractors while complying with applicable laws and regulations.

We hold our suppliers, business partners and contractors to the same standards.

- **Freedom of association and collective bargaining**

In conformance with local laws and regulations, we respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly.

- **Prohibition of child labour**

A child's development must not be hindered by undertaking any kind of work that keeps them from receiving an education. We prohibit the use of child labour in our operations or at any stage in our value chain. The use of legitimate workplace apprenticeship or internship programmes that comply with all laws and regulations are permitted and supported.

- **Prohibition of forced labour, modern slavery and human trafficking**

We do not tolerate forced or compulsory labour of any kind. We strongly oppose the use of forced or unlawful compulsory labour in our own business operations or by any suppliers, business partners and contractors, or for any other purpose.

- **Data privacy and access to information**

We consider upholding individuals' privacy to be a fundamental right. We are committed to being transparent about our privacy practices as reflected in our Data Privacy Policy.

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- **Right to life linked to security**

Security risks can be caused by high-risk situations or contexts and can translate into impacts to the rights to life, liberty and security of the person.

We will use our best endeavours to ensure the security in our operations within a framework that respects human rights.

- **Rights of local communities and indigenous people**

Our business activities take into consideration the health and livelihood of local communities and indigenous people. We respect the right of these people to develop and progress in social, economic and cultural terms and traditional ways of living, to make use of their land's natural resources and wealth, and for them not to be deprived of their own means of subsistence and needs.

We recognise that the human rights risks and opportunities can evolve and, as we mature our practices, we will continuously improve our human rights efforts. The above areas of focus help us prioritise our actions.

#### 4. GRIEVANCES AND REMEDIATION

- Akostar BV is built on a transparent and integrity-based culture that we all contribute to through our daily actions, individually and collectively.
- Through our open communication policy anyone can raise concerns when noticing situations inconsistent with this document, our Standards of Business Conduct, Supplier Code of Conduct or the law.
- We do not tolerate retaliation against anyone acting in good faith to report a concern, provide information or otherwise initiate or participate in a grievance process.
- We encourage implementing processes throughout the Group that enable the effective remediation of adverse human rights impacts that we may cause or contribute to causing. The same applies to the remediation of human rights impacts that we may be directly linked to, where we will encourage our business partners to implement the same.

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## 5. GOVERNANCE

Akostar BV Group's Board of Directors (the Board) is responsible for defining Akostar BV's human rights strategy, overseeing the implementation of the strategy and making recommendations for adopting the necessary regulations and policies and for setting up the appropriate bodies.

## 6. MOVING FORWARD

We are mindful that there are challenges in monitoring human rights violations - we are operating in an increasingly volatile world, impacted by climate change and an increase in inequality and vulnerability. Our intention is that this Human Rights Policy reflects Akostar BV's proactive role to ensure that the human rights of those we may impact are respected within this rapidly changing world, and for that it will be reviewed and adapted regularly.

At Akostar BV, we cultivate a **Culture of Trust and Accountability**.