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| <b>Document Number:</b><br>POL_HR007 | <b>Title:</b><br>Human Rights | <b>Version Number:</b><br>1.1 | <b>Effective Date:</b><br>08/03/2023 |
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**We are committed to upholding the human rights of all those who work with us and for us and comply with international conventions regarding human rights and enforced or child labour.**

**This statement is made pursuant to Section.54 of the Modern Slavery Act 2015 and sets out the steps that dB Attenuation Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.**

**What it means:**

Basic human rights, as defined by the United Nations Universal Declaration of Human Rights, include the right to life, liberty, and security; equal rights of men and women; the right to protection under the law from discrimination, slavery, torture, or inhumane or degrading treatment; and freedom of speech, thought, conscience and religion.

**We always:**

- create safe working environments for all
- uphold the principles defined by the United Nations Universal Declaration of Human Rights
- follow the labour laws of the countries in which we operate and protect the rights of all workers, including migrant workers
- comply with minimum wage and minimum age requirements
- adhere to regulations regarding maximum working hours
- listen when legitimate concerns are raised, and whenever possible take appropriate action to address them
- encourage employees to become involved in improving team performance
- ensure adequate welfare facilities are available

**We never:**

- exploit anyone
- allow anyone to be exploited in our name
- do business with any individual, or organisation that does not support basic human rights or adhere to our own Global Code of Conduct/standards for our employees. This includes our JV partners, particularly where we are the JV operator or hold a majority interest
- influence an employee's decision to join or not to join a trade union

Sign:

Date:

  
13/3/23



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| <b>Revision History</b> |                       |                                                    |
|-------------------------|-----------------------|----------------------------------------------------|
| <b>Version No.</b>      | <b>Effective Date</b> | <b>Description</b>                                 |
| 1.0                     | Unknown               | Original                                           |
| 1.1                     | 09/11/2016            | Unknown                                            |
| 1.2                     | 08/03/2023            | Added revision history, changed header and footer. |