

# Human Rights Statement

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At AJW we are committed to upholding the core principles of human rights as outlined in the UN Declaration of Human Rights, guided by our membership in the UN Global Compact. We believe that every individual deserves respect, dignity, and fairness, regardless of their background.



In this statement, we declare our unwavering dedication to promoting and safeguarding human rights in our operations, supply chain, and interactions with stakeholders. As a responsible corporate entity, we recognise our vital role in upholding human rights not only within our organisation but in the communities where we operate.

AJW is dedicated to fostering an inclusive and equitable environment for our employees, partners, customers, and the communities we serve. By embracing human rights principles, we aim to contribute to positive social impact, sustainable development, and the well-being of individuals worldwide.

**Clyde Buntrock**  
Chief Executive Officer



# UN Global Compact's Human Rights Principles

## PRINCIPLE 1

Support and respect the protection of internationally proclaimed human rights



## PRINCIPLE 2

Not be complicit in human rights abuses

## PRINCIPLE 3

Uphold the freedom of association and the effective recognition of the right to collective bargaining



## PRINCIPLE 4

Elimination of all forms of forced and compulsory labour

## PRINCIPLE 5

Abolition of child labour



## PRINCIPLE 6

Elimination of discrimination in respect of employment and occupation

## Human Rights Statement

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### At AJW, we are committed to:

- Upholding our Dignity at Work Statement, which underscores our dedication to fostering a work environment where every individual is treated with equal respect and dignity, free from harassment and bullying
- Proactively preventing or mitigating adverse human rights impacts directly associated with our operations, products, and services
- Strictly adhering to all laws and regulations in the countries where we operate, and collaborating with relevant authorities to support and promote internationally declared human rights
- Continuing our support for the advancement of human rights within our operations and areas of influence
- Ensuring equal opportunities for all employees
- Rejecting forced or child labour in any form
- Complying with our internal policies on anti-slavery and human trafficking, anti-bribery and corruption, and anti-money laundering
- Guaranteeing a work environment where employees experience both physical and psychological safety
- Cultivating a workplace culture that values flexibility and recognises the importance of maintaining a healthy work/life balance
- Providing fair remuneration and benefits to all employees
- Affording employees the freedom to join trade unions and associations as they see fit





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## Scope

This statement encompasses all individuals affiliated with us, spanning employees across hierarchies, directors, officers, agency workers, seconded workers, volunteers, interns, and individual temporary or fixed-term contractors, regardless of their location. We actively promote adherence to this statement among our suppliers and engage with community stakeholders to encourage their respect for these principles when deemed appropriate.

## Suppliers and Customers

At AJW, we hold our suppliers to the standards outlined in our Supplier Code of Conduct, [accessible here](#). In the event of concerns regarding potential human rights violations by our suppliers or customers, we will use this statement to communicate our expectations and make every effort to collaborate with them to mitigate these impacts, whenever feasible.

## Speaking up

AJW's commitment to human rights is unwavering, and we have zero tolerance for misconduct. If AJW employees become aware of any situation at work that they believe is dangerous, unlawful, unethical, and could potentially cause harm to them or fellow employees, involve suspected criminal behaviour, jeopardise health and safety, harm the environment, or violate our policies on anti-slavery or anti-bribery and corruption, employees are encouraged to revert to our whistleblowing policy.

Disciplinary action may be taken against an AJW employee who fails to comply with this statement.

## Governance

The People and Legal Teams bear the responsibility for the ongoing review of this statement. We are committed to ensuring this statement undergoes regular monitoring and updates to steadfastly uphold our commitment to human rights.

