



# Human Rights policy and statement

io is committed to developing an organisational culture which implements a policy of support for internationally recognised human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions on Labour Standards.

io seeks to identify, assess and manage human rights impacts within our spheres of influence and activities in line with the following policy aims:

## **1. Employees**

To respect the human rights of our employees as established in the ILO's Declaration on Fundamental Principles and Rights at Work, including non-discrimination, prohibition of child and enforced labor, and freedom of association and the right to engage in collective bargaining.

## **2. Suppliers and Contractors**

To establish and maintain appropriate procedures to evaluate and select major suppliers and contractors, based on io's human rights and social policies, and to monitor their performance where appropriate.

To advance the application of the ILO Declaration on Fundamental Principles and Rights at Work through engagement and collaboration where necessary.

## **3. Local Communities**

To respect the cultures, customs and values of the people in communities in which we operate.

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To contribute, within the scope of our capabilities, to promote the fulfillment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

To seek to have open dialogue with stakeholders and participate in community engagement activities.

To aim to ensure the provision of security is consistent with international standards of best practice and the laws of the countries in which we operate, using security services only where necessary and requiring the use of force only when necessary and proportionate to the threat.

#### **4. Society**

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognised human rights.

To seek to play a positive role, within our spheres of influence, in capacity-building for the realisation of human rights within countries of operation.

To promote the realisation of environmental sustainability and development through our core business and through our participation in other multistakeholder activities where appropriate.

To uphold the highest standards in business ethics and integrity and where appropriate to support efforts of national and international authorities to establish and enforce high ethical standards for all businesses.

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## **Human Rights statement**

io is committed to developing an organisational culture which implements a policy of support for the internationally recognised human rights contained within the Universal Declaration of Human Rights and seeks to avoid complicity in human rights abuses.

Our commitment to the realisation of human rights is embedded in the Group's human rights and social policies and the criteria appropriate to io in the Global Reporting Initiative. Human rights are part of our non-financial risk assessment of operations.

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