

EDMI Human Rights Statement

Our global commitment to fundamental human rights and to Diversity, Equity and Inclusion (DEI) are core components of our corporate culture and business practices by which we strive to meet our business objectives and ultimately, our corporate mission and vision. Our approach to human rights is guided by the international human rights principles as described in the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights and The International Covenant on Civil and Political Rights. This is an area of growing importance in the world we live in, and our vision is upholding a high standard of human rights protection in all aspects of our business.

EDMI Diversity, Equity, and Inclusion (DEI) Statement

At EDM I, we promote a culture of respect, inclusion and belonging. We pride ourselves in fostering a positive environment where we collaborate and learn from each other leveraging the diverse perspectives and experiences of our employees. All employees are to treat one another with respect and dignity at all times. This Statement applies to the following:

- I. EDM I Limited (“**the Company**”), its subsidiaries, associated companies and joint ventures where the Company or its subsidiaries have a controlling interest (collectively referred to as “EDMI”).
- II. All employees (including full-time, part-time, contractor and temporary) of EDM I (collectively referred to as “**Employees**”); and
- III. Any parties acting on behalf of EDM I in its business, including but not limited to intermediaries such as agents, consultants, vendors, contractors, representatives, distributors, or any other person whose business conduct is associated with EDM I (collectively referred to as “**Business Partners**”).

Purpose

EDMI’s responsibility is to uphold and protect the human rights of our Employees and the communities in which we operate, subject to the laws of the countries in which we operate. EDM I is committed to complying with all applicable laws of the countries in which we operate. Where local laws prohibit us from certain practices, we will comply with these local laws while continually seeking to respect and protect human rights. We strive to create a healthy and safe workplace where we embrace diversity and equity with a view to creating an inclusive environment

Human Rights Principles

We believe that Employees should be treated with respect and dignity, and work in an environment that is free from harassment and discrimination. We promote equal opportunities to Employees and Business Partners. EDM I’s commitment to respect human rights in the workplace is aligned with our Code of Professional Conduct & Business Ethics Policy and our core values where we have (i.e. customer focus, show trust and respect, be accountable, adopt a collaborative and learning culture, embrace change with the intention of improvement and be passionate about what we do). We encourage everyone to practise these principles:

a) Safe and Healthy Workplace

Prevention of work-related injuries and diseases, and the protection of Employees’ health are necessary to provide a safe and healthy workplace for all Employees. EDM I strives to ensure that its workplaces are safe and aims to minimise risks to the health of its Employees. EDM I educates its Employees on the relevant workplace safety and health measures, and provides protection for its Employees. EDM I complies with local safety laws and regulations to minimise the risk of accidents, injuries, and exposure to health risks.

b) Discrimination

EDMI does not tolerate any form of direct or indirect discrimination, acts that hurt the dignity of an individual, as well as harassment or or unreasonable treatment on the basis of non job-related characteristics such as national origin, citizenship, colour, race, belief, religion, ancestry, marital status, gender, disabilities, age, sexual orientation, gender identification, place of birth, social status, or any other basis prohibited by local law.

c) Harassment or Other Unreasonable Treatment

EDMI does not tolerate any Employees being subjected to unwanted conduct that either violates their dignity or creates an offensive working environment. Any harassment that causes physical or mental distress such as sexual, harassment, verbal harassment, discrimination or any other type of workplace harassment is not tolerated. EDM I will ensure that workplace victimization or any other unreasonable treatment does not occur subjected to penalties simply because they raise concerns or complaints regarding discrimination or harassment.

d) Privacy and Personal Information

EDMI respects the privacy of all persons and will use reasonable care to maintain the privacy and confidentiality of personal data. EDM I and its Business Partners shall comply with the laws and regulations of countries and regions related to the protection of personal information and does not tolerate unauthorized disclosure of or access to personal data unless such disclosure or access is in accordance with the law.

e) Ethical Use of Technology

EDMI and its Business Partners will take into account the potential human rights impacts of new and emerging technologies such as Artificial Intelligence, robotics and the internet of Things, and will utilize them appropriately to avoid issues including but not limited to, discrimination and the invasion of privacy.

f) Modern Slavery

At EDM I, we have zero tolerance of modern slavery and are fully committed to preventing slavery and human trafficking in our operations and supply chain in compliance with Modern Slavery legislation including but not limited to the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018.

EDMI also encourages its Business Partners to prevent modern slavery by understanding and adhering to EDM I's Prevention of Modern Slavery Policy. Through training and awareness, Employees are expected to be fully aware of their duties and responsibilities in the fight against modern slavery. Employees are expected to identify and report any transaction, business practice or operation for which they have reasonable grounds to believe the involvement of modern slavery.

Diversity, Equity, and Inclusion Principles

EDMI embraces people of diverse identities. Our inclusive workplace supports our Employees and provides a safe working environment to collaborate, learn and grow.

a) Workplace Diversity, Equity, and Inclusion

We strive to make diversity, equity and inclusion part of everything we do.

We recruit and select Employees on the basis of merit. (ie: skills, experience or the ability to perform the required tasks/jobs). When recruiting and selecting Employees, we do not discriminate on the basis of nationality, ethnicity, age, gender, race, religion, language, disability, mental health conditions, culture pregnancy status, caregiving responsibilities or marital status. We use diverse sources of recruitment, such as online job portals, recruitment agencies, the EDM I careers portal as well as encourage employee referral programs in order to reach a diverse pool of candidates.

Every Employee has equal opportunities to access training that will help them build their capabilities for the role they are hired for. At EDM I, we believe in helping Employees to fulfil their career aspirations and grow with us in their careers. Internal transfer is available to Employees who fulfill the internal transfer policy criteria.

Our performance appraisal requires people managers to set goals for their direct reports that are role-related, minimising the potential for bias, thereby ensuring Employees are motivated and encouraged to work towards their goals. This in turn helps to retain talent and create a positive work environment.

We offer an inclusive and supportive work culture where Employees are treated fairly, with trust and respect.

EDMI is committed to:

- fostering an inclusive and diverse environment, where every voice is welcomed, heard, and respected.
- ensuring that business practices and processes allow people from diverse backgrounds to have equal opportunities within EDM I Group.
- following best practices within the diversity and inclusion field as well as meet the obligations set out by the relevant legislation in which EDM I operates.
- taking any breach of this policy seriously and investigating it promptly, confidentially, and impartially.

Our Responsibilities and Due Diligence

EDMI and its Business Partners are committed to upholding and respecting human rights by conducting due diligence and putting in place remediation measures to identify and address any violation of how we conduct our business and our treatment of Employees. EDM I regularly reviews and updates our policies and procedures to keep abreast of the current human rights guidelines and legislation in the countries it operates in.

Any reports of a breach of this Human Rights and DEI Policy will be treated seriously and investigated promptly. If an Employee is found to have exhibited any inappropriate conduct or behaviour against others that entails a violation of local laws, they may be subject to disciplinary action, including dismissal.

Any Business Partners found to have exhibited any inappropriate conduct or behaviour against others may be subjected to penalties or have their contracts with EDM I terminated.

Employees who believe they have been subjected to any kind of discrimination that conflicts with this Human Rights and DEI Policy should seek assistance from a supervisor or a HR representative.

Reporting

We recognize that transparency and accountability are central to earning the trust of our Employees, Business Partners, and customers. In the spirit of our core values, we will report publicly on our Sustainability, Diversity, Equity and Inclusion and Human Rights commitments through an annual Sustainability Report.

Approved by:



Mr. Roy Kirsopp

Chief Executive Officer of EDMI Group