

# Human Rights Policy.

Parratech Group Pty Ltd  
(ABN 91 634 192 920)



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*Parratech respects the rights and interests of the communities in which we operate, those who may be impacted by our activities and those within our supply chains. We conduct business in a manner consistent with the United Nations 'Guiding Principles (UNGP) on Business and Human Rights.*

*This policy applies to all Parratech employees in respect of all contractors /suppliers engaged directly or indirectly by the company, visitors, and other personnel present on Parratech work sites, using its facilities, or dealing with its employees or contractors. We are committed to ensuring that our supply chain uphold these principles and urge them to adopt similar policies within their own businesses. Our Human Rights Policy is overseen by Parratechs Management, including the Managing Director.*

## **Our Commitment**

Parratech's approach and respect to human rights is underpinned by our values and strategic objectives to uphold the commitments we make to our stakeholders. We have implemented fundamental human rights across our operations and projects by conducting ourselves and our business with humanity and due care, while staying compliant with relevant laws and regulations. We care about our impact on our stakeholders including colleagues, suppliers, customers and the community we live in. We will:

- Respect the diverse cultures and heritages of our stakeholders including local communities.
- Recognise the rights of Indigenous peoples, acknowledging their connections to lands and waters and respecting their culture.
- Consult with stakeholders on human rights issues and provide an easily accessible complaints mechanism to resolve grievances in a timely manner.
- Respect that all employees have a right to reasonable work conditions and remuneration.
- Not use forced, compulsory or child labour in our operation and not tolerate such behaviours in our supply chain.
- Not tolerate harassment or adverse discrimination.
- Require that all personnel receive appropriate human rights and cultural training and guidance; and
- Communicate this Policy and our commitment to human rights to all stakeholders.

This includes our commitment to work including with our contractors and suppliers to ensure that there is no modern slavery in our operations and supply chain and demonstrating continuous improvement in this regard.Sincerely



**Jason Fooks**  
Managing Director