



VEEM LTD

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Policy Human Rights Policy

VEEM Ltd's approach to human rights is underpinned by our Mission, Vision, Core Values and commitments we make to stakeholders. We protect and uphold fundamental human rights at all our operational facilities by conducting ourselves and our business with due care and in accordance with relevant laws and regulations.

VEEM Ltd respects the rights and interests of the communities in which we operate, by listening to them, and understanding and managing the environmental, economic and social impacts of our activities.

VEEM Ltd cares about our impact on our colleagues and the community. VEEM Ltd will:

- Respect the diverse cultures and heritages of local communities.
- Respect that all employees have a right to reasonable work conditions and remuneration.
- Recognise the right to rest and leisure and will therefore always comply with local laws regulations and/or local customs with regard to working conditions – including working hours.
- Not use forced, compulsory or child labour.
- Not tolerate harassment or adverse discrimination.
- Uphold the right to form or join a trade union and to bargain collectively
- Require that relevant personnel received appropriate human rights and cultural training and guidance.

Our activities will be guided by:

- The International Bill of Rights (including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights: and
- The UN Guiding Principles on Business and Human Rights.

Mark Mioceovich

Managing Director

On behalf of the Board

20th May 2022