

LABOUR VALUES STATEMENT



Our organisation has many environmental and social values that are important to us, our region, and others. These values include our landscape, ecosystems and biodiversity, soils, waterways, atmosphere, people, and communities. We act to enhance and protect these important values by identifying and managing risks that our operations present to these values.

This statement sets out our policy around enhancing and protecting social values that reflect recognised core labour requirements.

It is our policy that within our operations:

- We will not use child labour.
- Our employment relationships will not involve any element of forced or compulsory labour.
- We do not tolerate discrimination in employment or occupation.
- We respect freedom of association and the effective right to collective bargaining.

A handwritten signature in blue ink, appearing to read 'Wendy Norris'.

Wendy Norris
Chief Executive Officer
OneFortyOne

4 December 2023