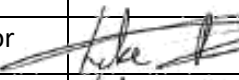
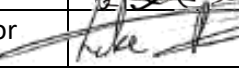


DOCUMENT TITLE: Human Rights Policy

REVISION: 1.01

DOCUMENT CONTROL LOG:

	Name	Role	Signature	Date	Rev
Prepared By	Luke Deasy	Managing Director		10/02/2023	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2023	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2024	1.01
Reviewed By	Peter Lane	EHS Officer		12/06/2025	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2026	1.01

HUMAN RIGHTS POLICY:

The Company recognises the valuable role that business can play in the longer-term protection of human rights. The Company is committed to acting in a manner that evidences our belief in human rights, dignity, and fairness, as reflected in our Code of Conduct, Vision, Mission, and Values, and policies and processes, including our employment practices, nondiscrimination policies, minimum age requirements, fair compensation practices, and our health and safety policies. Further, the Company will comply with all local laws and regulations regarding human rights in all locations in which we operate and adhere to the principles of the Irish Human Rights and Equality Commission (IHREC).

The Company will not willingly or knowingly assist in any violation of human rights, benefit from human rights abuses, or remain silent when human rights violations are being committed.

The Company:

- works to eliminate all forms of forced and compulsory labour, including prison and bonded labour;
- prohibits human trafficking and child labour in support of its operations;
- provides safe and secure working conditions for employees, contractors, and all others working on its behalf;
- complies with all applicable wage and hour laws; and
- does not tolerate discrimination with respect to employment and occupation, including not making employmentrelated decisions based on any characteristics protected by applicable law, such as age, colour, gender, gender identity, national origin, physical or mental disability, race, religion, sexual orientation, or any other legally protected personal basis.



Luke Deasy
Managing Director