

Human Rights Position Statement

McMillan Shakespeare Group (MMS)

October 2022



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MMS Human Rights Position Statement

At MMS, we believe that respecting human rights is fundamental to our purpose of making a difference to people's lives.

The MMS Code of Conduct ("Code"), which is underpinned by our Purpose and Values, provides an ethical and behavioral framework to guide the business decisions we make every day.

Our Human Rights Position Statement builds upon our Code, to reflect our understanding of fundamental human rights, our commitment to respect those rights, and provides an overarching set of principles which we seek to embed into our policies and management systems.

We draw our understanding of human rights from:

- the International Bill of Human Rights and related declarations, covenants and conventions; and
- the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Our approach to respecting and upholding human rights will be informed by the United Nations Guiding Principles on Business and Human Rights, which states that businesses have a responsibility to:

- Avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur; and
- Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.

The rights of our employees

We are committed to respecting and upholding the human rights of people at MMS. Specifically, we have identified the following rights as most salient to our workforce:

- Labor rights: the right of all people to just and favorable terms of employment
- Health and safety: the right of all people to enjoy a physically and psychologically safe work environment
- Diversity, equity and inclusiveness: the right of all people to be respected and valued for their differences, with equitable opportunities and outcomes, in an inclusive environment.

These rights of our people are protected and upheld through a suite of human resources policies, systems, programs and practices.

Impacts on people in our supply chain

Our responsibility to respect human rights extends beyond the direct operations of MMS and our subsidiaries into the supply chains, where we seek to gain a view of human rights and modern slavery risks and the performance of our direct and indirect suppliers, and influence where practicable, the broad adoption of labour and human rights.

In accordance with our Procurement Policy and Supplier Code of Conduct, this includes taking incremental steps to understand human rights risks within our supply chains, engaging with our suppliers to increase awareness of human rights obligations, and supporting our suppliers to reduce the risk and remediate adverse human rights impacts, should they occur.

Impact of our customer-client relationships

We recognise our role in the communities in which we operate with our brands being trusted partners to many government, not-for-profit and corporate sector clients, and National Disability Insurance Scheme (NDIS) participants. The specific role of our brands in relation to human rights impacts may be varied and indirect. We recognise our responsibility to continue evolving our understanding of how our products and services, and our clients and customers receiving them, may interact with human rights.

Operationalising this statement

We operationalise our human rights obligations through the MMS Code of Conduct and related suite of policies, supported by an annual compliance training program.

We also have a number of initiatives implemented through our human resources and sustainability strategies, that seek to realise our commitment to foster a more inclusive and equitable workplace and implement responsible supply chain practices.

We understand that human rights due diligence, particularly within our supply chain, is a process of continuous improvement. We take a risk-based approach to prioritise and focus our efforts on higher risk categories and suppliers, and seek to progressively implement human rights due diligence into our existing businesses processes and management systems.

Grievances and remediation

MMS supports open and transparent working relationships where concerns can be safely voiced and investigated without fear of retaliation. We encourage all MMS employees and other related stakeholders to speak up about issues and concerns using the mechanisms outlined within our [Whistleblower Policy](#).

In the case where adverse human rights impacts have been identified or brought to our attention, MMS will take appropriate action to cease or prevent this impact, in line with our Modern Slavery Remediation Process. Our response will depend on whether we have caused, contributed to, or are linked to the impact through our business relationships. In all cases, our focus will be on mitigating the risk to the individual(s) experiencing the impact and pursuing continuous improvement.

Governance and monitoring

The MMS Board of Directors has adopted this Human Rights Position Statement on behalf of the MMS Group. They have delegated the responsibility for implementation of this Statement to the Executive Committee members that report to our CEO. The management-level Sustainability Committee oversees the operationalisation of this Statement, and reports on progress to the Board on a regular basis.

Signed by



Helen Kurincic

Chair of the MMS Board