



ROYAL
FACILITIES AUSTRALIA

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HUMAN RIGHTS POLICY

Royal Facilities is dedicated to promoting and respecting human rights in all our business activities. We believe in the inherent dignity and worth of every individual and are committed to upholding fundamental human rights principles in our operations, interactions, and decision-making processes.

SCOPE AND PURPOSE

This policy applies to all employees, contractors, suppliers, and their employees, as well as any associates and relatives of these individuals. The purpose of this policy is to ensure that human rights are respected and upheld throughout our business operations and supply chain, in alignment with the International Bill of Human Rights and the United Nations Global Compact (UNGC) Human Rights Principles.

KEY ELEMENTS:

1. RESPECT AND DIGNITY

We respect the rights and dignity of employees, customers, and all stakeholders.

We engage with people in the communities where we operate, including indigenous peoples and other vulnerable groups, to understand and address human rights matters that are important to them.

2. FAIR TREATMENT

We ensure fair and equitable treatment of all individuals without discrimination or harassment.

Our Equal Employment Opportunity principles ensure no discriminatory policies or practices in employment or service provision.

3. LABOR RIGHTS

We uphold labor rights, including fair wages, safe working conditions, and freedom of association.

We prohibit forced labor, child labor, and any forms of modern slavery within our operations and supply chain.

4. SUPPLIER ENGAGEMENT

We engage with suppliers and partners who share our commitment to human rights and expect them to uphold similar standards within their businesses.

We are committed to understanding and managing the environmental and social impacts of our operations, including the procurement of products and services.

5. ADDRESSING VIOLATIONS

We address human rights violations promptly and transparently through appropriate channels.

We are committed to providing or cooperating in fair and equitable remediation for adverse human rights impacts resulting from our business activities.

HUMAN RIGHTS PRINCIPLES:

Royal Facilities is a signatory to the United Nations Global Compact (UNGC) and is committed to implementing the UNGC

Human Rights Principles:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

FREEDOM OF ASSOCIATION:

All Royal Facilities employees have the right to freedom of association with others, including the right to join or leave groups or unions voluntarily, without any restrictions other than those prescribed by law and necessary for public safety, order, and the protection of the rights and freedoms of others.

SUPPLIER CORE EXPECTATIONS

We expect our suppliers to comply with all applicable laws and regulations of the jurisdictions in which they operate. This includes maintaining just and decent working conditions, respecting the environment, and implementing sound security measures. Suppliers are encouraged to adopt similar human rights policies within their own businesses.

WORK HOURS, WAGES AND BENEFITS

Royal Facilities compensates employees competitively, relative to the industry and local labor market, in accordance with applicable awards or collective bargaining agreements. We ensure compliance with wage, work hours, overtime, and benefits laws.

CHILD LABOUR

We prohibit the hiring of individuals under 18 years of age for hazardous work. We do not engage with suppliers that illegally or improperly employ underage workers.

WORKPLACE HEALTH, SAFETY AND REHABILITATION

The safety of our employees and clients is paramount. We emphasize safe work methods, regular training, and continuous communication to ensure a safe working environment. We also have robust systems for hazard, incident, and accident reporting to minimize risks and ensure safety. Our rehabilitation process supports employees in recovering from injuries and regaining their ability to work.

Approved by



Sofia Pintaudi
Chief Executive Officer
Royal Facilities

Updated 14/07/2023

This policy underscores our commitment to promoting and respecting human rights across all facets of our business, ensuring that we operate ethically and responsibly while fostering a culture of respect and dignity for all individuals involved in our operations. Regular reviews and updates will ensure that our practices remain aligned with legal requirements and best practices

