

# Human Rights Policy



Origin is committed to its Purpose, Values and Behaviours together with its Code of Conduct, which guide Origin personnel to perform their roles in line with ethical standards and applicable legal requirements.

## Purpose

Our approach to human rights is underpinned by our commitment to our Purpose, Values, and Behaviours, together with our Code of Conduct, which guide Origin personnel to perform their roles in line with ethical standards and applicable legal requirements. We protect and uphold fundamental human rights at all our operations and projects, by conducting ourselves and our business with due care and in accordance with relevant laws and regulations.

We respect the rights and interests of the communities in which we operate, by listening to them, understanding and managing the impacts of our activities, products and services.

## Who the policy applies to

This policy applies to:

- all Directors of Origin;
- all employees of the Origin Group, whether full or part time or casual; and
- all persons working for the Origin Group under a contract or a consultancy agreement, as opposed to an employment contract, (each "Origin Personnel").

The policy also applies to visitors and other personnel present on Origin work sites, using its facilities, or dealing with its employees or contractors. The policy applies at all times and is not restricted by work hours or other time or place considerations.

## Human Rights

We care about our impact on our colleagues and the community. We will:

- respect the diverse cultures and heritages of local communities;
- recognise and respect the rights of indigenous peoples;
- respect that all personnel have a right to fair pay and reasonable work conditions;
- respect the right of freedom of association with others;
- respect the right of freedom of movement;
- reject any form of slavery in our operations and supply chain, including but not limited to forced, bonded, or child labour;
- promote inclusion and diversity and will not tolerate harassment (physical, verbal, sexual) or adverse discrimination;
- require that relevant personnel, including security personnel, receive appropriate human rights and cultural training and guidance;
- consult with the communities that host us to minimise and compensate for the adverse social impacts of our activities;
- undertake due diligence activities to identify, prevent and mitigate adverse human rights impacts;
- provide access to (independent) grievance mechanisms and not obstruct access to other judicial or non-judicial remedies;
- take action to remedy adverse human rights impacts that Origin may have caused or contributed to; and

- neither tolerate nor contribute to threats, intimidation and attacks (both physical and legal) against human rights defenders in relation to our operations

Our activities will respect:

- 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);
- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work (which contains the eight core conventions of the ILO, including freedom of association, the right to collective bargaining the elimination of discrimination in respect of employment and occupation and the effective abolition of child labour);
- the ILO Indigenous and Tribal Peoples Convention 169 and the UN Declaration on the Rights of Indigenous Peoples;
- in instances where security personnel are engaged, applicable international law enforcement principles including the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, the Code of Conduct for Law Enforcement Officials and the Voluntary Principles on Security and Human Rights; and
- the UN Guiding Principles on Business and Human Rights.

At a minimum, we comply with national laws and apply our own standards when they are more stringent. Where national laws and our standards are not consistent, we encourage the implementation of the highest standard.

## Implementation

Potential human rights risks are managed in accordance with Origin's Risk Management Policy and established accountabilities, risk oversight, management and internal control systems. Further information is available in our [Risk Management Policy](#).

All risk assessments conducted in accordance with this policy consider human rights risk factors associated with the host country context and Origin's activities.

## How to Raise a Concern

Origin supports open and transparent working relationships where concerns can be safely voiced and investigated. We strongly urge Origin personnel and other stakeholders to speak up about issues and concerns at the earliest opportunity.

| ConcernLine |  |
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| Telephone   | 1800 780 104 / +61 3 6111 3588   |
| Website     | <a href="http://www.originconcernline.deloitte.com.au">www.originconcernline.deloitte.com.au</a> |
| Email       | <a href="mailto:originconcernline@deloitte.com.au">originconcernline@deloitte.com.au</a>         |
| Fax         | +61 3 9691 8182  |
| Mail        | Origin ConcernLine, Reply Paid, 12628 A'Beckett Street, Victoria 8006                            |