

Human Rights Policy

The purpose of Astrum's Human Rights Policy is to communicate to our employees, customers, suppliers, and the communities we serve, the ethical and social values we respect and our commitment to uphold human rights by promoting our values. Through these principles we aim to be an aspiring business for people to join and be associated with. We are dedicated to the adoption of internationally recognised human rights standards in all our operations. The international sources of law upon which our human rights standards are based, aim to ensure a consistent adoption of our principles throughout the company.

Human rights are the universal rights that every human being is entitled to enjoy and to have protected. They are most appropriately defined as those rights that require us to treat others as we ourselves would want to be treated, and which protect us – as individuals and groups – from abuses of power. We have adopted a series of human rights principles:

- We are committed to performing our business to the highest standard of ethics and in accordance with our values.
- We are open and fair in dialogue with all our stakeholders and commit to communicate effectively and courteously with external parties.
- We respect all fundamental human rights and will be guided in the conduct of our business by the provisions of the United Nations Universal Declaration of Human Rights, the International Labour Organisation's (ILO) core labour standards and national legislation.
- All our employees shall conduct themselves in accordance with the highest ethical standards.
- We aim to ensure that no form of discrimination is practiced in any area of our business including, recruitment, compensation, promotion, training, termination or retirement based on age, disability, gender, gender reassignment, marital status or civil partnership, pregnancy and maternity, race, religion and belief, or sexual orientation.
- We recognise our employees' right to join trade unions.
- We are committed to ensuring that our employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment and, accordingly such actions are forbidden.
- In accordance with legislation, best practice and a prevailing knowledge of our industry we shall take all reasonable steps to prevent accidents and injury to health arising out of, associated with or in the course of work, by minimizing so far as is reasonably practicable the causes of hazards inherent in the working environment.

- All employees shall receive an appropriate level of training to enable them to perform their duties.

Signed

A handwritten signature in black ink, appearing to be 'Ching L'.

4th January 2023