

discoverIE Group plc

Human Rights Policy –April 2022

1.1 Purpose

This Policy defines the commitment of discoverIE Group plc ('discoverIE') to human rights and affirms the importance of human rights to the Group's strategy and sustainability. The Group is committed to upholding these rights in accordance with international standards, and to ensuring that the human rights of all its employees are protected. discoverIE's Board of Directors has ultimate responsibility for the implementation of this Policy, and the leadership team of each business unit must take direct responsibility for ensuring effective adoption of this Policy throughout their business unit, together with relevant guidance and training, and appropriate safeguards, monitoring, and resources, in order to ensure compliance with this Policy.

1.2 Scope

This Policy applies to:

1.2.1 all legal entities worldwide owned directly or indirectly by discoverIE, including subsidiaries, branches and affiliates (collectively the "Group"); and

1.2.2 all Group employees worldwide.

All suppliers are expected to operate their businesses in a way that supports discoverIE's human rights commitments.

1.3 Principles

DiscoverIE requires all Group companies and employees to respect human rights in accordance with this Policy.

1.4 Commitments

The Group protects the human rights of its employees and treats them with dignity and respect in accordance with the following principles:

1.4.1 Forced and child labour: The Group respects and requires that all Group companies comply with all relevant local laws regarding voluntary employment and minimum age for employment. In its operations and its supply chain, the Group does not tolerate slavery, servitude and forced or compulsory labour, human trafficking, or bonded, indentured or involuntary prison labour. More information may be found in the Group's UK Modern Slavery Act Statement (available at www.discoverIEplc.com).

The Group does not tolerate child labour in its operations or supply chain. The Group commits to avoid any sort of child labour in its business operations consistent with the International Labour Organisation's (ILO) Conventions on child labour and Principle Five of the United Nations Global Compact principles and expects the same standards from its suppliers.

- 1.4.2 Supply chain due diligence:** The Group does not tolerate human rights violations in its supply chains and conducts due diligence to assess risk exposure and will deselect suppliers where human rights violations are discovered.
- 1.4.3 Working time and wages:** discoverIE requires all Group companies to comply with all working hours laws and to offer employees fair and competitive compensation, in accordance with applicable national wage and overtime laws. It aims to pay wages at rates that are meaningfully ahead of minimum statutory rates. The Group also expects its suppliers to avoid requiring their staff to work excessive working hours, and to provide employees with fair and competitive compensation.
- 1.4.4 Health, safety and wellbeing:** The Group has clearly established accountabilities in respect of the occupational health, safety and wellbeing of its employees, and each of our businesses has responsibility for identifying and managing workplace risks to prevent accidents and occupational illness. The Group encourages a 'speak up' culture to identify and mitigate potential risks and requires its companies to report monthly regarding their health and safety issues, including the number and details of on-site accidents, near misses and mitigation. Group companies are required to comply with all applicable laws and regulations and require that their suppliers also make adequate provision for the health and safety of their employees, customers, and others, in accordance with contractually agreed quality requirements and relevant local laws.
- 1.4.5 Non-discrimination and preventing harassment:** The Group is committed to the equal treatment of all its employees and to non-discrimination. Employment policies are founded on the principle of equal opportunities for all, and the Group does not discriminate based on characteristics such as age, disability, ethnicity, family status, gender, gender expression, gender identity, genetic information, national origin, physical characteristics, political affiliation, pregnancy, religion, social origin, sexual orientation or any unlawful criterion under applicable law. The Group does not tolerate harassment against any of its employees.
- 1.4.6 Grievance mechanisms:** discoverIE makes available a confidential reporting line, independently provided by Safecall, enabling any employee or worker who suspects any violation of human rights in the Group's operations, supply chain, or relevant third-party operations, to raise any concerns. This service is available globally at all Group sites. discoverIE will investigate and address any human rights violations appropriately.