



Human Rights policy statement

SCEE Electricals' approach to human rights is underpinned by our purpose, principles and values, and the commitments we make to stakeholders. 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.

SCEE Electrical respects the rights and interests of the communities in which we operate, by listening to them, and understanding and managing the environmental, economic, and social impacts of our activities.

SCEE Electrical cares about our impact on our colleagues and the community. SCEE Electrical will:

- Respect the diverse cultures and heritages of local communities.
- Respect the rights of Indigenous peoples.
- Respect that all employees have a right to reasonable work conditions and remuneration.
- Not use forced, compulsory or child labour.
- Not tolerate harassment or adverse discrimination.
- Require that relevant personnel, receive appropriate human rights and cultural training and guidance.

Our activities will be guided by:

- 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); and
- The UN Guiding Principles on Business and Human Rights.

This policy is supported by our Code of Conduct and Anti-Discrimination and Equal Opportunity policy.

A handwritten signature in blue ink, appearing to read "Geoff Baudains".

Geoff Baudains

Chief Executive Officer

1 July 2025

A member of the
SCEE GROUP