



Schindler



Schindler Lifts Australia

Human Rights Policy

We Elevate

SCHINDLER LIFTS AUSTRALIA PTY. LTD.
(ABN 19 005 838 773)

HUMAN RIGHTS POLICY

Schindler Lifts Australia Pty. Ltd. (“Schindler Australia”) is committed to the highest standards of legal, ethical and moral behaviour and to conducting its business with integrity.

In line with this commitment, Schindler Australia respects and supports internationally recognised human rights - the basic labour, social, political, civil, economic, and cultural rights and freedoms to which all people are entitled, as set out in the Universal Declaration of Human Rights¹.

We are committed to respecting and contributing to the realisation of human rights. These include rights related to workplace health, safety and labour conditions – including freedom from slavery, servitude, coerced or bonded labour, human trafficking and child labour, respect for freedom of association and the right to choose to engage in collective bargaining; and freedom from discrimination based, for example, on race, ethnicity, gender identity, sexual orientation or gender identification, religion, political affiliation, physical or mental disability, mental illness, relationship status, family responsibilities.

Schindler Australia agrees with the fundamental principle noted by the United Nations in its “Guiding Principles on Business and Human Rights” that the responsibility to respect human rights requires that business enterprises:

- avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur; and
- seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.

We are committed to the following principles at all of our work locations within our business:

- We will comply with all applicable laws and respect internationally recognized human rights, wherever we operate.
- Our people are entitled to a healthy, safe and secure working environment, to a workplace free of discrimination, and to freedom of association.

¹ The Universal Declaration of Human Rights (UN General Assembly Resolution 217A was adopted by the General Assembly of the United Nations on 10 December 1948 and is available here: https://www.ohchr.org/en/udhr/documents/udhr_translations/eng.pdf

- The criteria for appointment, advancement, performance assessment and remuneration within Schindler Australia are merit, performance and behaviour, including conducting business with integrity.
- We require that everyone who works with us meets appropriate workplace behaviour expectations, including all those set out in our Employee Code of Conduct.
- Schindler Australia does not tolerate discrimination, harassment, bullying, defamation or any unacceptable workplace behaviour and will take appropriate action where there are breaches, up to and including termination of employment or contract.
- With respect to pay and benefits, our approach is to be equitable and competitive with local markets, and to meet at least the minimum legal requirements in each country.
- We comply with all applicable employment laws, regulations and contractual obligations, including legislation and industrial instruments in relation to hours, wages and leave.
- We respect all employees' rights to negotiate individually or collectively in relation to their terms and conditions of employment and to join or not to join a legally recognised trade union or third party representative organisation.
- We will never employ or use any form of child labour, defined as work that deprives children or adolescents of their childhood, their potential and their dignity, or that is harmful to their physical and mental development (whether or not illegal under applicable local law); or that is otherwise contrary to any definition of child labour in any applicable governing law. In addition, we will never employ or use any form of forced labour including slave, bonded, and indentured labour or any form of human trafficking.
- We expect that our suppliers and other business partners will also be committed to these same principles, and we will assess the actual and potential risks of human rights violations of this nature in our supply chain, and take reasonable and proportionate action, including by leveraging our business relationships, to prevent or minimise these risks, detect actual violations and provide or facilitate access to remedies for those affected.

Reporting concerns about human rights

Schindler Australia's corporate group has implemented a Whistleblower Policy to encourage reporting of any known or suspected wrongdoing, which includes any conduct that is in breach of applicable laws, such as laws relating to modern slavery, or in breach of Schindler Australia's Supplier Code of Conduct or other Schindler Australia policies, including this Human Rights Policy. The Whistleblower Policy and Whistleblower Hotline can be found on the Schindler Australia website at the following link <https://www.schindler.com/au/internet/en/about-us>

The Whistleblower Policy confirms the commitment of Schindler Australia to achieving this purpose by:

- providing accessible, secure and reliable channels for reporting of reasonably suspected wrongdoing, including by way of reporting to a confidential and central source and which, if preferred, can be done anonymously;
- providing robust protection from retaliation, victimisation or detrimental action for individuals in connection with reports of reasonably suspected wrongdoing, and ensuring that confidentiality is maintained as required by law;
- facilitating thorough, timely, fair and impartial investigation of reports of wrongdoing;
- addressing issues identified, including taking appropriate disciplinary action; and
- complying at all times with whistleblowing legislation in any country in which Schindler Australia operates.

Employees and business partners are encouraged to report any concerns, including with respect to Schindler Australia's compliance with applicable laws or conduct which is unethical, by making a disclosure pursuant to the Whistleblower Policy.

Approval of Policy:

The Board of Directors of Schindler Australia has unanimously approved this Policy and authorised Paolo Beltrame, Managing Director, as the responsible executive of Schindler Australia to sign this Policy.



Paolo Beltrame
Managing Director