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	Policy	Asia Pacific	Document Number
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## DOCUMENT APPROVALS

Raised By: General Counsel, Asia Pacific Date: 28/06/2022

Authorised By: President, Asia Pacific Date: 28/06/2022

Distribution: **All Employees & Contractors**

Version	Issue Date	Details of Changes	Author
1	29/06/2022	New	Diane Jungmann

## 1 Purpose

Lineage Logistics recognises its corporate responsibility to respect human rights and is committed to developing an organisational culture which implements a policy of support for internationally recognised human rights and seeks to avoid complicity in human rights impacts. Lineage Logistics supports the principles contained within the Universal Declaration of Human Rights, International Bill of Human Rights and the International Labour Organisation's (ILO) eight core conventions as set out in the Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

Modern slavery is a serious contravention of human rights. It includes slavery, servitude, forced labour, debt bondage, forced marriage, human trafficking and the worst forms of child labour. A number of countries have introduced legislative reporting requirements relating to modern slavery risks and the measures in place to assess and address those risks. This Policy underpins our framework to respecting human rights, including managing modern slavery risks, in all aspects of our business.

## 2 Scope


In this Policy, "we", "us" or "our" means Lineage AUS TRS Pty Ltd and its related bodies corporate. This Policy applies to all employees of Lineage Logistics and contingent (contract) staff, including employees of Lineage portfolio companies.

## 3 Policy Statement

Lineage Logistics will seek to conduct its business in a way that respects the human rights, dignity and equality of people, with complying with legal and regulatory requirements incorporating the protection of human rights. Our approach is as follows:

### 3.1 In relation to our operations:

- a) promoting a culture where all employees are treated without discrimination or harassment;
- b) providing working conditions that are safe, healthy and respectful of human rights;

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- c) considering the rights of people with a disability;
- d) respecting the rights of our employees to take part in industrial associations;
- e) training our employees to increase awareness of human rights; and
- f) ensuring mechanisms are in place to enable employees to raise concerns in relation to human rights issues in the workplace.

### 3.2 In relation to our supply chain:

- a) seeking to engage contractors and suppliers who uphold our commitment to respect human rights;
- b) wherever possible, requiring our suppliers to agree to comply with our Supplier Code of Conduct and other related policies, or their own equivalent commitments, in relation to their own operations and supply chains;
- c) wherever possible, including contractual terms requiring our suppliers to have in place, and maintain, adequate policies, controls, procedures and training designed to prevent, detect, assess, manage and remedy human rights impacts, including modern slavery, in their operations and supply chains; and
- d) undertaking due diligence on our supply chain to identify and address any actual or potential human rights impacts.

## 4 Governing Body with Oversight

This Policy will be reviewed and updated periodically, including where necessary to reflect changes in human rights requirements and to address human rights risks affecting Lineage Logistics, our people, suppliers and third parties.

## 5 Compliance with this Policy

Potential indicators of human rights impacts, whether past, current or future, must be reported as soon as possible to the General Counsel ([djungmann@lineagelogistics.com](mailto:djungmann@lineagelogistics.com)), or in accordance with our Whistleblower Policy. Employees are encouraged to raise concerns about human rights-related concerns at the earliest possible stage.

Lineage Logistics is committed to ensuring that no one suffers detrimental treatment as a result of reporting their suspicion, even if they turn out to be a mistake. Our Whistleblower Policy describes these protections further.

If you have any questions about this Policy, please contact Diane Jungmann ([djungmann@lineagelogistics.com](mailto:djungmann@lineagelogistics.com))

## 6 Related Policies

- APAC Code of Conduct
- APAC Whistleblower Policy
- Whistleblower Policy - Australia
- Supplier Code of Conduct