



Human Rights Statement

Version Control

Version	Amended by	Date	Key Changes	Reviewed by	Approved by	Level
V1	M Whitefield	05/2021	New Policy	M Whitefield		L1

Objective and purpose

Newable strives to be a good and responsible corporate citizen, respecting human rights and supporting the protection and advancement of human rights.

We aim to uphold global standards for responsible business, including equal opportunity, the freedom to associate and bargain collectively, and the elimination of modern slavery, human trafficking and harmful or exploitative forms of child labour.

Our Commitment to Human Rights

Newable is committed to conducting its business operations in ways that seek to respect, protect and promote the full range of human rights such as those described in the UN's Universal Declaration of Human Rights. We also acknowledge our corporate responsibility to respect human rights as articulated in the UN's Guiding Principles on Business and Human Rights.

We are committed to complying with all the laws and regulations of the countries in which we operate, encouraging the promotion of human rights through our own policies, standards and practices. These include:

- Newable's Code of Conduct, which underpins our values and our commitment to ensuring our workplace supports equal opportunity, dignity and respect.
- Our ESG strategy and policy framework which reflects our commitment to human rights and describes our approach to incorporating human rights into our operational business processes, including our Supplier Code of Conduct process; and
- Our people and culture policies.

We will continue to respect and support the promotion of human rights across all of our business activities to ensure we

- Undertake to avoid causing or contributing to adverse human rights impacts through our own business activities, and address such impacts when they occur
- Seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products or services through our business relationships.