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# HUMAN RIGHTS STATEMENT

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PREPARED FOR  
WMS Engineering



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1	Minor Revision - Updated Entity and Branding

## **HUMAN RIGHTS STATEMENT**

### **OVERVIEW**

Respect for human rights is an essential part of WMS Engineering's vision and values. It is fundamental to our value of treating each other with dignity and respect. WMS understands human rights to be universal, and include the right to life, health, privacy, liberty, speech, security, and an adequate standard of living.

This statement is a public expression of WMS' commitment to meet our responsibility to respect internationally recognised human rights standards. This includes, at a minimum, rights set out in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

### **PURPOSE AND CONTEXT**

WMS is committed to developing an organisational culture that enables us to operate in a way that benefits and protects the human rights of our employees, clients, suppliers, and communities in which we work.

Our goal is that all operations and activities are performed in an environment that is safe, ethical, and non-discriminatory. We are committed to doing no harm, to avoiding infringing the human rights of others, and to addressing adverse human rights impacts where they may be linked to our activities.

### **COMMITMENT**

We are aware that we have the ability to impact on human rights and our commitment includes as applicable all internationally recognised human rights such as those expressed in the International Bill of Human Rights (which includes the Universal Declaration of Human Rights) and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, in particular freedom from forced labour, the abolition of child labour, freedom to associate and organise and the right to collective bargaining, and the elimination of discrimination in employment and occupation.

Our policies and procedures help us ensure we can go about our business in a responsible way, respecting the human rights of our workers and everyone we come into contact with. These include:

- Anti-Bribery and Corruption Policy;
- Equal Employment Opportunity Policy;
- Modern Slavery Statement;
- WMS Engineering Code of Conduct;
- Supplier Code of Conduct; and
- Privacy Policy.

This statement applied to all employees, sub-contractors, and suppliers, and is guided by the UN Guiding Principle on Business and Human Rights. This policy statement will be publicly available, communicated effectively to all relevant parties and updated as necessary.