

HUMAN RIGHTS POLICY

1 PURPOSE

G'day Group is committed to fostering a culture that respects Human Rights and endeavours to recognise these rights throughout its business practices and operations. We acknowledge that dignity and equality is critical to engage in meaningful and positive contributions within the community in which we operate.

This Human Rights Policy (**Policy**) is informed by the United Nation's (**UN**) *Guiding Principles on Business and Human Rights* and the *Universal Declaration of Human Rights* and other related conventions.

2 APPLICATION

This Policy applies to all individuals working for or on behalf of G'day Group or one of its wholly owned subsidiaries. That includes the Board, employees, agency staff, interns, contractors and Suppliers.

3 DEFINITIONS

Environmental, Social and Governance ('ESG')

Describes the principle of environmental issues, social issues and corporate governance.

'G'day Group' or 'we' or 'our'

means Discovery Parks Holdings Pty Limited and its related bodies corporate.

'Human Rights'

Describes the basic entitlements that belong to everyone – regardless of their background, nationality, race, sex, ethnicity, language, religion or any other status. This includes the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression and the right to work and have education.

'Supplier'

All persons who do business with any related entity or business unit of G'day Group.

'Supply Chain'

Includes the product and services (including labour) that contribute to G'day Group. This extends to services sourced domestically in Australia or overseas and beyond direct Suppliers.

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4 POLICY STATEMENT

We recognise that Human Rights concerns can arise not only in our operations, but also through our interactions with external parties – in particular business relationships, customer interactions, financing and investments, Supply Chain management and the communities we serve.

We respect Human Rights and protections consistent with:

- *Age Discrimination Act 1996* (Cth);
- *Australian Human Rights Commission Act 1986* (Cth);
- *Disability Discrimination Act 1992* (Cth);
- International Labour Organisation - eight core conventions;
- *Racial Discrimination Act 1975* (Cth);
- *Sex Discrimination Act 1984* (Cth);
- [UN Guiding Principles on Business and Human Rights](#);
- [UN Universal Declaration of Human Rights](#); and
- any other relevant federal and/or state-based legislation.

5 OUR APPROACH

G'day Group is a large corporation, operating in a global economy, where customers and Suppliers have numerous interlinked business relationships in which Human Rights impacts could occur.

We are committed to conducting our business in a way that respects the rights and dignity of people, and avoids complicity in Human Rights abuses, while complying with legal and regulatory requirements. We recognise that it is not possible to consider, mitigate and remediate all Human Rights concerns that could arise, whether they are directly or indirectly linked.

This includes:

- employment laws, covering areas such as discrimination, harassment – including sexual harassment, workplace bullying and victimisation and occupational health and safety; and
- consumer, customer, community and Supply Chain related requirements, covering areas such as responsible products and services, accessibility requirements and the

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Modern Slavery Act 2018 (Cth), and recognition of traditional rights of Indigenous persons.

We will:

- avoid causing or contributing to adverse Human Rights impacts through our own business activities and address such impacts if they occur;
- seek to prevent or mitigate adverse Human Rights impacts associated with third party relationships that are directly linked to our operations, products or services; and
- maintain grievance mechanisms to allow those adversely affected to raise concerns and seek remedy (as appropriate) including under the Whistleblower Policy.

Our commitment to Human Rights will be reflected in relevant policies and procedures, risk assessment processes, and training programs as part of the overall approach to any ESG risk. Where appropriate, specific Human Rights policies or guidance will be developed to address identified areas of concern. G'day Group will take a risk-based approach to determine when increased due diligence is required to understand, assess and address the potential Human Rights violations associated with countries, industry sectors, business relationships, customers and transactions.

6 ROLES AND RESPONSIBILITIES

Audit and Risk Committee	Responsible for the review and oversight of associated operational risk and regulatory compliance in relation to Human Rights including ESG related risks.
Board of Directors ('Board')	Responsible for approving any substantive changes to this Policy.
Chief Financial Officer	Responsible for designating a panel to review this Policy triennially and approving necessary updates.
Executive and Management	Each respective business unit is responsible for incorporating Human Rights considerations into relevant policies, procedures and associated training programs.
Legal	Responsible for proposing updates to this Policy, providing advice on relevant legislation and assisting with compliance of this Policy.

Human Rights risks and issues could arise as a result of any of our business operations; therefore the day-to-day responsibility for management of Human Rights resides within each individual business area. This includes implementing processes and controls to ensure compliance with the requirements of this Policy relevant to their operations.

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7 TRAINING AND AWARENESS

This Policy will be made available to employees through internal communication channels and be included within relevant training programs. Necessary external and public reporting will be undertaken to meet legal, regulatory and voluntary commitments relating to Human Rights.

8 RELATED AND SUPPORTING DOCUMENTS

Governing Instruments

- *Age Discrimination Act 1996 (Cth)*
- *Australian Human Rights Commission Act 1986 (Cth)*
- *Disability Discrimination Act 1992 (Cth)*
- *Modern Slavery Act 2018 (Cth)*
- *Racial Discrimination Act 1975 (Cth)*
- *Sex Discrimination Act 1984 (Cth)*
- *UN Guiding Principles for Business and Human Rights*
- *UN Guiding Principles on Business and Human Rights*
- *United Nations' (UN) Universal Declaration of Human Rights*
- *Universal Declaration of Human Rights*

Supporting Documents

- Code of Conduct
- Diversity and Inclusion Policy
- Equal Opportunity and Discrimination Policy
- Modern Slavery Policy
- Respect at Work Policy
- Supplier Code of Conduct
- Whistleblower Policy

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