

# Human Rights Policy

## Our Commitment

Wilson Security is firmly committed to the international principles that underpin human rights, particularly in the areas of Employment, Industrial Relations, Anti-Corruption and Environment. Our Human Rights Policy explains what we mean by that commitment and aims to provide clear expectations for everyone who works for us and with us.

- In developing this policy, we have taken into consideration Human Rights principles described in:
- The United Nations Declaration of Human Rights;
- The United Nations Guiding Principles on Business and Human Rights, founded on the UN's 'Protect, Respect and Remedy' framework;
- The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, as these conventions are underpinned by the four United Nations Global Compact Labour Principles; and
- The OECD Guidelines for Multinational Enterprises.

We have provided a detailed list of what human rights are and the approach we are committed to working toward in Appendix A, at the end of this policy. In summary and to reiterate our human rights aims: we are committed to supporting the right of every employee to freedom of association, freedom to speak openly and constructively and the right to constructive negotiations; we aim to ensure there are no forms of compulsory labour or child labour within Wilson Security; we will not tolerate discrimination at any phase of the end-to-end employment or engagement cycle; we encourage reporting of any perceived discrimination, corruption, or wrong doing and we are committed to providing a healthy and safe working environment for all of our people.

As an extension of this Policy, we are also committed to working with our customers, suppliers and business partners to uphold the principles of Human Rights.

## Objectives

We aim to develop our business and our people management practices based on these internationally recognised Human Rights principles. Therefore, while our Human Rights Policy describes our commitment and approach, it is through many of the policies and processes across our business operations that we ensure human rights principles are upheld, particularly through our human resource and occupational health and safety policies. Appendix B refers to the main policies that underpin our approach to Human Rights.

Our objectives are twofold:

- To provide a workplace that we can all take pride in and a work environment that attracts skilled and like-minded individuals who work together with integrity and respect; and
- To work with business partners and customers who share our commitment to human rights as a way of encouraging principles of equity, fairness and honesty in our community.



## How we work

At Wilson Security, we believe that for a human rights policy to be effective, the way we work and the culture we create must have human rights principles at the heart. We have therefore incorporated human rights principles into our Values, which informs what we focus on when we work together as a diverse and multi-faceted workforce.

Generally speaking, we have a 3-step approach for incorporating human rights into our business practices:

1. Set and communicate expectations through policies and training;
2. Provide a respectful and considerate workplace.
3. Encourage a culture of reporting and transparency, and act promptly to remedy any adverse human rights impacts.

## Maintaining a Human Rights Focus

We recognise that organisational structures, processes and requirements evolve over time due to innovation, market pressures and business growth. Because we aim for excellence, but not perfection, at Wilson Security we understand that it is important to monitor, correct and improve our policies and practices to ensure they remain relevant. Our Human Rights approach is no different.

We maintain our ongoing commitment to Human Rights through the development of measures and reporting mechanisms to assess human rights issues, inform the development of relevant training, and integrate the results into our policies and internal systems. We will act to escalate and remedy concerns if and as they arise.

## Accountabilities

The following table describes our accountabilities framework which has been developed to ensure our Human Rights commitment remains a guiding force at Wilson Security:

Human Rights Accountabilities		
<p><b>Wilson Security CEO</b></p> <p>Approves the Wilson Security Human Rights Policy and any future revisions to the Policy. The CEO also appoints a member of the Executive to act as lead sponsor(s) for the implementation of human rights initiatives and monitoring.</p>	<p><b>Executive Lead</b></p> <p>Appointed by the CEO, the role of the Executive Lead is to help steer the policy through the Company. They are also responsible for matters such as training and reporting needs in this area.</p>	<p><b>All Wilson People:</b></p> <p>All employees, from our casual staff to our managers, and contractors are expected to work within the spirit and intent of our Values and to abide by our Code of Conduct to ensure a tolerant and thoughtful workplace. All employees and contractors also have a responsibility toward each other to report any human rights issues or concerns.</p>



## Human Rights Steering Committee

The Executive Sponsor will lead the formation of a cross-functional Human Rights Steering Committee. The Steering Committee will focus on identifying any areas of priority for the business, planning for the introduction of any changes and communicating the Human Rights Policy and initiatives across the organisation.

Where new or revised initiatives need to be implemented, the Steering Committee may select people to form working groups to assist in developing new systems while also capturing important in-house knowledge. They may also consult or call on external expertise from time to time.

The Steering Committee will meet at least twice a year and may act to review Human Rights performance measures to ensure effective remediation and to inform continuous improvement.

## Human Resources

The Human Resources team will work to support the Executive Lead and the Human Rights Steering Committee by managing training and development strategies and implementing policies relating to the employment relationship to ensure human rights principles are maintained, in practice, throughout all major stages of the employment cycle. They will also facilitate the investigation and resolution of reported Human Rights issues.

## Reporting

We encourage employees and contractors to report any circumstance or action that violates, or appears to violate, our Human Rights Policy. Even if unsure, it is best to speak to someone immediately to raise your questions or concerns. There is no formal reporting hierarchy because we do not want to discourage reporting with unnecessary complexity. If you wish to raise a Human Rights issue, or a potential issue or concern, you are encouraged to report it to any of the following people:

- Your manager;
- Any manager you feel comfortable with;
- A member of the Senior Management Team;
- Any member of the Human Resources Team.

You can speak to any of these people directly, face-to-face or by phone, or you may email them if you prefer.

This policy has the total commitment of the Senior Management Team and has been developed in consultation with the General Manager Human Resources and CEO.

This Policy will be reviewed at least every 2 years to ensure it remains appropriate and effective.

**Signed**

**Name**

Nick Frangoulis

**Title**

CEO Wilson Security

**Date**

13 August 2019