

DESIGNTEC HUMAN RIGHTS POLILCY

Introduction

Designtec reaffirms its commitment to respect human rights with the release of our Human Rights Policy. We recognise the work and time needed to deliver on all the commitments in this policy. One area of particular focus is to mature our approach to identify and manage modern slavery risk.

Our Commitment

Designtec is committed to respecting human rights. We expect high standards of human rights performance across our operations and supply chain. Designtec values acting with integrity and courage and fostering an ethical culture where everyone embraces a sense of responsibility for doing the right thing in the right way. Respecting human rights across all our business activities helps to uphold Designtec's core values and achieve our vision of creating long term, sustainable value for society.

Designtec recognises its influence and impact as a commercial furniture manufacturer on the human rights of a range of stakeholders, including as supplier and an employer. We are committed to doing what matters by working closely with our stakeholders to identify and understand our impacts, to mitigate negative impacts and enhance positive ones.

Our approach is inclusive of the internationally recognised human rights set out in the United Nations Universal Declaration of Human Rights. It includes a commitment to work to ensure that there is no modern slavery in our operations and supply chain.

Our approach

The United Nations Guiding Principles on Business and Human Rights guide the implementation of our policy commitment through our human rights due diligence processes.

The focus of our implementation is on the human rights that are most relevant to our operations and supply chain, which we have set out below. We will review our salient human rights issues on an annual basis.

We do not tolerate retaliation against human rights defenders who are acting to address human rights on behalf of individuals or groups.

Our focus

Labour rights

Designtec is committed to the continuous work to ensure that there is no modern slavery and labour related harm from our operations and supply chain.

Designtec is committed to the following principles:

- No child labour or forced labour is used, and that employment is freely chosen.
- Workers have fair wages and employment agreements.
- Work hours do not exceed the maximum limit set by relevant legislation.
- All workers are free to exercise their right to form and/or join trade unions and to bargain collectively.
- Workers experience fair and equal treatment and access to opportunity, and enjoy a work environment that is free of discrimination, harassment, intimidation or coercion relating directly or indirectly to the protected attributes set out under discrimination below.
- All workers' health and safety is protected in the workplace.
- Workers have access to fair procedures and remedies.

Discrimination

Designtec is committed to inclusion and diversity, focusing on shared values, experiences and aspirations. We do not condone discrimination on the basis of protected attributes including, race, religion, national or ethnic origin, citizenship status, political opinion, age, marital or relationship status, carer responsibilities, sex, sexual orientation, gender identity, intersex status, pregnancy, parental status, breastfeeding, disability, veteran status, trade union activity or other legally protected status. We expect the same from all our business partners, clients and suppliers.

Designtec is committed to creating a culture, workplace and relationships with our stakeholders where people feel like they belong. This includes continuing to improve the representation of people from diverse backgrounds across our business and working to ensure our people feel supported.

Grievance mechanisms

Designtec fundamentally acknowledge that grievance mechanisms must be known, trusted and accessible to those who need it. Grievances can be reported in person to Designtec Management and/or company Directors, alternatively they can be reported by emailing admin@designtec.com.au, via phone call (08 93033600) or via letter to 111 Inspiration Drive Wangara, WA, 6065.

Designtec is committed to addressing human rights grievances and providing appropriate avenues for affected individuals or communities to come forward. Designtec is committed to continuously improving our mechanisms and remediation processes through stakeholder engagement and dialogue, to better align with the expectations for effective mechanisms set out in the United Nations Guiding Principles on Business and Human Rights.

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