

Human Rights Policy

Scope and Purpose of the Policy:

The purpose of the Human Rights policy is to outline the overall intentions and direction of how the company will relate to its effect on the specific groups. All decisions and actions taken by the organization must be consistent with, and designed to accomplish the commitments made in the Human Rights policy.

This policy applies to all activities, employees (and contractors) and operations within Secto.

Secto's Human Rights Aim and Objectives:

Secto's overall Human rights-related aim is to create value in our operations by managing our overall impact. These practices are integrated into Secto's day-to-day activities and practices to contribute to achieving sustainable development.

To do this, Secto aims to understand what our impact to human rights-related issues and what our significant human rights issues and risks are.

To achieve the above, some key Human rights-related matters have been identified as being material to Secto's sustainability and will be the focal point of this policy and of supporting policies and plans. This was assessed through assessing Secto's key activities as well as ensuring adherence to legal and constructive obligations and compliance with the Principal Adverse Impact (PAI) Indicators, the Do No Significant Harm principles, the United Nations Global Compact Principles and OECD Guidelines for Multinational Enterprises. These material matters include:

- Freedom of association and the effective recognition of the right to collective bargaining
- Child labour and forced labour
- Non-discrimination in respect of employment and occupation
- Occupational safety and health
- Working conditions (wages, working hours)
- Awareness of all employees related to our policy commitments for responsible business conduct.
- Employees conducting themselves according to the Human Rights policy and the Secto Code of Conduct

Achieving the Human Right aims and objectives:

- **Future ambition:** Stakeholder engagement enhances outcomes on human rights-related topics by incorporating a broader set of perspectives on an issue and is a key part of due diligence and risk assessment processes. Typically, this includes assessing the human rights context prior to a proposed business activity, where possible; identifying who may be affected; cataloguing the relevant standards and issues; and projecting how the proposed activity and associated business relationships could have adverse human rights impacts on those identified. In this process, Secto pays special attention to any particular impacts on individuals from groups or populations that may be at heightened risk of vulnerability or marginalization, and bear in mind the different risks that may be faced by women and men.

- Upholding basic workplace human values such as the elimination of all forms of forced or compulsory labour; maintaining the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation (this includes taking possible steps to avoid this in the supply chain).
- Ensure sufficient employee occupational health and safety as well as sufficient working conditions through implementing sufficient health and safety measures during the workplace, and tracking and managing employee satisfaction
- Awareness of all employees related to our policy commitments for responsible business conduct, including the commitment to respect human rights, throughout our activities and business relationships. This ensures that people at all levels act responsibly and with awareness of and respect for human rights. This includes sufficient training of staff on key human rights issues associated with our activities.
- Setting goals based on our key human rights matters as identified above, and reporting on these matters.
- Always consider the remediation implications associated with our activities.
- Tracking the effectiveness of our actions in order to understand if our policies and processes are being implemented optimally.

Human Right-related Reporting:

Tracking the effectiveness of our actions is necessary for Secto to learn if our policies and processes are being implemented optimally. It is also necessary for knowing if we have responded effectively to our impacts and to drive continuous improvement.

For a full list of all KPI's that Secto is reporting against, refer to Secto's Reporting Plan.

Human Right-related Risk Management

Future ambition: Secto will, on a periodic basis, identify and monitor the key Human Rights-related risks and document them.

We will also develop responses to these risks to make sure they are sufficiently mitigated and integrated into the business activities. Lastly, we will monitor our response to these risks to ensure that they are sufficiently managed.

Reference to other relevant policies and plans:

ESG Policy
Secto's Code of Conduct
Social and Labour Policy
Environmental Policy
ESG Governance Model
ESG Reporting plan