





## Human Rights Policy

### 1. Purpose

The purpose of this Human Rights policy is to clearly explain to our employees, customers, suppliers, shareholders, and the communities we serve, Babcock International Group's support for the principles of employment and human rights legislation.

### 2. Scope

This policy applies across the Group to all countries, functions, sites and employees of Babcock International Group as well as employees of subsidiaries and joint ventures where Babcock has a controlling interest. In joint ventures where Babcock does not have overall control, the leaders and managers of those businesses are strongly encouraged to adopt the same or similar standards.

We also expect our suppliers to respect and adhere to this policy and the requirements of both our Suppliers Code of Conduct and our Sustainable Procurement Policy, Supplier Guide.

### 3. Policy

As an international business we recognise our responsibility to conduct our dealings with the utmost integrity. We are committed to the protection of human rights and we comply with all national laws in the jurisdictions in which we operate in our operations across the world. Where national law and international human rights standards differ, we will where possible follow the higher standard; where they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible. We reserve the right to express to governments, when necessary, our position concerning our operations, employees and shareholders and our belief in the importance of respecting human rights.

We welcome the opportunity to contribute positively to global efforts to ensure that human rights are understood and observed. We believe that a culture of respect for, and promotion of, human rights is embedded throughout our business and can be demonstrated by our commitment to ethical conduct in everything we do. We recognise the United Nations Universal Declaration of Human Rights and the standards established by the International Labour Organisation (ILO) and we seek to respect them, subject to applicable national laws and any agreed terms in our employment and other contracts. Our suppliers and their extended supply chain are expected to share this commitment.

Our commitment to human rights is summarised in our Babcock Code of Business Conduct and compliance with this is mandatory for all employees, business advisers and business partners. We expect the same commitment from our suppliers and for them to flow down th14.013 (si)0 ( )-2

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This Group-wide Supplier Code of Conduct provides clarity about our expectations of methods used to deliver environmental and social responsibility. The code reflects the same standards that we hold ourselves to and enables a consistent approach to our customers in delivering to the highest ethical standards. Our suppliers should either be willing to subscribe to our Code or confirm they have equivalent standards and procedures in their own businesses.

### People commitments

**Fair treatment** - We will treat all employees fairly and honestly regardless of where they work. All staff will have a written contract of employment, and agreed terms and conditions, including working time, notice periods on both sides. All staff are entitled to reasonable breaks, welfare facilities and potable water at their place of work. Annual leave is provided in accordance with the legislation of the country where they work. All employees are provided with appropriate equipment and training for their role..

**Modern Slavery** - At Babcock we are committed to conducting our dealings, whether with customers, suppliers, employees or the communities in which we are based, with the utmost integrity and as such we are steadfast in our support for the elimination of modern slavery in all its forms, including the exploitation of children. The Company does not recruit child labour, and supports the elimination of exploitative child labour. Our annual modern slavery statement exploring our current actions in more depth can be found on our website.

**Migrant workers** - We expect all workers, including imported and migrant workers, to be provided wages, benefits and working conditions that are fair and in accordance with local law. We do not condone holding workers' passports to keep them from leaving, charging any type of fee or deposit for employment, or any other unfair practice.

**Freedom of association and collective bargaining** – We respect the rights of employees to choose to be a member of a trade union and to bargain collectively as II.01(y)-08(t0 Td 27i )-08(a.19

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