



Human Rights

We are committed to upholding the human rights of all those who work with us and for us and comply with international conventions regarding human rights and enforced or child labour.

What it means:

Basic human rights, as defined by the United Nations Universal Declaration of Human Rights, include the right to life, liberty and security; equal rights of men and women; the right to protection under the law from discrimination, slavery, torture, or inhumane or degrading treatment; and freedom of speech, thought, conscience and religion.

We always:

- create safe working environments for all
- uphold the principles defined by the United Nations Universal Declaration of Human Rights
- follow the labour laws of the countries in which we operate and protect the rights of all workers, including migrant workers
- comply with minimum wage and minimum age requirements
- adhere to regulations regarding maximum working hours
- listen when legitimate concerns are raised, and whenever possible take appropriate action to address them
- encourage employees to become involved in improving team performance
- ensure adequate welfare facilities are available

We never:

- exploit anyone
- allow anyone to be exploited in our name
- do business with any individual, or organisation that does not support basic human rights or adhere to our own Global Code of Conduct/standards for our employees. This includes our JV partners, particularly where we are the JV operator or hold a majority interest
- influence an employee's decision to join or not to join a trade union

Our commitment to ethical trade:

We are fully committed to ethical trade, and adopt a code of labour practice and expect all our suppliers to work towards this too. The codes address issues like wages, hours of work, health and safety and the right to join free trade unions. The BBS due diligence framework protocols include the UN Guiding principles for human rights along with NGO and Trade Union advisory content, and it is these internationally recognised standards that structure the approach by BBS and are documented by the ESR.

Signed: *Kevin Hives*

Date: 1st October 2025



**Ethical
Stone
Register** ✓

