

HUMAN RIGHTS POLICY | September 2024

Who does this apply to?

- All Compass employees and workers, including directors and officers
- All our majority-owned businesses, including subsidiaries and joint ventures
- All our business partners, including agents, intermediaries and suppliers
- Other third parties including contractors, consultants and business partners acting for or on our behalf

Where we hold a minority interest

- Children
- Refugees and migrant workers
- National minorities
- Senior citizens
- People with disabilities
- Indigenous Peoples

We are committed to respecting international human rights standards including the International Bill of Human Rights, the International Labour Organization's ("ILO") Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights,

Respect for Human Rights in our Workplace and Operations

We are committed to the active promotion of human rights for our employees, workers, contractors, consultants, our business partners, including agents, intermediaries and suppliers, consumers, clients, investors, shareholders and the communities in which we operate. This commitment goes beyond compliance as we aspire to play a role in the positive development and enhancement of human rights globally.

Diversity, Equity & Inclusion

We value all of our employees,

of our own workers and employees but to ensure that our business partners also provide a safe and healthy workplace that secures the wellbeing and welfare of their workers. This includes helping us to ensure we mitigate the risk of adverse human rights impacts to 'vulnerable groups' either directly or indirectly through our business partners and the communities they work in and with.

We aim to achieve this through the adoption of our Supply Chain Integrity Standards, Code of Business Conduct and Global Supplier Code of Conduct, which we require our business partners to, where applicable, comply with and confirm adherence to.

Further enhancement of our monitoring, enforcement, and engagement with suppliers will be driven by the continuous implementation and maturation of our Supply Chain Risk Management frameworks and processes. These include, amongst other things, supplier evaluation and selection, supplier onboarding, and ongoing supplier management using tools, processes and key practices such as yw, 3o-2, (c, (e)-3, 1f2, (T001, -70, Td()Ti-0.0
systems and standards (3) 10911910323 0) 46) C(9) - 8.00) B

