

Functional Area:	Legal	Revision No:	2.0 Revised
Procedure Name:	Group Human Rights Policy	Approved by	Tony Charnock – Managing Director
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Human Rights Policy

At Knauf, we recognise the inherent dignity of all people and respect and promote human rights.

Our approach to human rights is guided by the UN Guiding Principles on Business and Human Rights. We are committed to upholding internationally recognised human rights and complying with all applicable local human rights laws.

We support the International Bill of Human Rights, the Convention on the Rights of the Child and the UN Declaration on the Rights of Indigenous People. These principles guide our approach to human rights.

Our people

Knauf commits to:

- provide working conditions that comply with applicable laws and regulations for the health and safety of all people involved in our business
- prohibit the use of all forms of forced or compulsory labour, including bonded or involuntary prison labour, and deceptive recruitment for labour or services
- comply with International Labour Organisation Convention 138 with regard to the minimum age of workers
- prohibit the economic exploitation of children, including through work that is likely to be hazardous or harmful to their health, safety and wellbeing
- provide a workplace free from unlawful discrimination, bullying and harassment
- respect the rights of employees to freedom of association and to voluntarily collectively bargain, within the laws of the country
- compensate our workers with wages and benefits that meet or exceed the legally required minimum, and
- ensure working hours comply with laws.

It is the responsibility of all Knauf employees to act in a manner that helps create and maintain a workplace environment that respects human rights.

Knauf considers breaches of human rights as unacceptable behaviour which may be subject to disciplinary action including dismissal.

Our people should never threaten, punish or take disciplinary or retaliatory action against anyone, inside or outside of Knauf, for raising or helping to address a human rights concern.

We encourage our joint ventures and non-controlled companies to adopt a similar approach to respecting and promoting human rights.

Our supply chain

We expect our suppliers and contractors to respect and promote human rights.

We work to ensure our suppliers of goods and services are aware of, and comply with, our expectations with respect to human rights commitments.

Our communities

We are committed to help to end indigenous disparities and to respect the social and cultural wellbeing of all people and communities in areas where we operate.

Human rights impacts

We are committed to prevent, mitigate and, where appropriate, remediate human rights impacts in our operations, or directly linked to our operations through our business relationships with third parties, including suppliers and subcontractors. This includes working proactively to consider our human rights impacts and undertaking appropriate due diligence on the third parties who we work with.

We encourage our people to promptly raise a concern about anything that they reasonably believe may be illegal, improper or involve misconduct. Such concerns can be raised via internal reporting channels or via our independent external whistleblowing service, known as **Faircall**.