



Human Rights Summary Policy

11 January 2024

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| Document Title: | Human Rights Summary Policy |
| Description: | Summary of internal policy setting out Accsys Human Rights' commitments |
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1. Policy Statement

- 1.1 Accsys (or “the Company” or “the Group”) operates a Human Rights Policy (“the Human Rights Policy” or “the policy”). This Human Rights Summary Policy (“the Human Rights Summary”) is a summary of the key provisions of that policy.
- 1.2 The purpose of the Human Rights Policy is to affirm the importance of human rights for the Group’s strategy and sustainability. It is guided by international principles including those encompassed in the UN Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights, International Bill of Rights, and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.
- 1.3 Accsys wants to contribute to sustainable development and is continually working to support the delivery of the UN Sustainable Development Goals.
- 1.4 The policy applies together with the following Company policies and documents:
 - Modern Slavery Statement;
 - Health, Safety and Environment Policy;
 - Whistleblowing Policy; and
 - Supplier Code of Conduct.

2. Who is Covered by The Policy?

- 2.1 The Human Rights Policy applies to all individuals working at all levels, including the Senior Leadership Team, directors, employees (whether permanent, fixed-term or temporary), contractors, trainees, casual workers/agency staff or any other person working for the Group.
- 2.2 Accsys also expects any individual or organisation working for or performing a service for the Group, such as suppliers and consultants, whilst they are working for or performing a service for the Group throughout the world. It is expected that these individuals meet the standards contained in the Human Rights Policy, as well as that they comply with Accsys’ Supplier Code of Conduct.

3. The Company's Commitments

In accordance with relevant laws and regulations, Accsys is committed to the following:

- 3.1 Conducting business in a manner which is compliant with individuals’ rights and dignity, as well as with relevant legal requirements in the jurisdictions where the Company is active.
- 3.2 Respecting internationally recognised human rights as set out in the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the core labour standards recognised by the International Labour Organization (ILO), as set out in the ILO Declaration on Fundamental Principles and Rights at Work. Where national law and the aforementioned international human rights standards differ, the higher standard will be followed. Where standards are in conflict, the Company seeks to respect internationally recognised human rights to the greatest extent possible.

3.3 Discrimination

Everyone who works for Accsys can expect to be treated fairly and without discrimination, and all individuals are entitled to work in an environment and under conditions that respect their rights and dignity.

3.4 Forced and Child Labour

The Group has a zero-tolerance approach to slavery, servitude or forced/compulsory labour and human trafficking in any of its operations or supply chain. Measures are in place to prevent, detect and report slavery in any form in any part of the organisation or supply chain.

Accsys does not tolerate child labour in its operations or supply chain and measures such as age verification and a requirement that all workers must be at least 16 years of age are in place.

3.5 Fair and Ethical Business Practices

Accsys is aware of the importance of having fair and ethical business practices in place. The Company has a compliance training programme, which includes content on bribery, corruption and modern slavery. This must be completed annually and has meant that awareness and understanding these issues has increased, thus increasing the Company's ability to detect and prevent these practices.

3.6 Diversity and Inclusion

Accsys' policy recognises the value of a diverse workplace and is committed to equal opportunity. The Company does not tolerate discrimination or harassment on the basis of race, sex, ethnicity, national or social origin, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.

Hiring decisions are based solely on education, training and demonstrated skills and abilities.

3.7 Freedom of Association and Collective Bargaining

Accsys' policy respects the rights of workers across the Group to participate in collective bargaining and freedom of association. Workers have the right to join or form trade unions and to bargain collectively in relation to employment related matters. Workers' representatives are not discriminated against and are able to carry out their representative functions in the workplace.

3.8 Working Time, Wages and Benefits

Working hours must comply with national laws and collective agreements and the provisions mentioned below. Working hours, excluding overtime, are defined by employment contract and do not exceed 48 hours per week, except where this is allowed by national law and agreed to by the employee in their employment contract.

The Group offers employees fair compensation that meets or exceeds the legal minimum standard in line with national wage laws. The Group also provides employees with all legally mandated benefits, including pension contributions, as well as optional benefits.

Accsys works closely with its suppliers to ensure that they respect their workers equally and with respect and dignity, for all workers to be paid a fair wage that meets or

exceeds the legal minimum standard and to eliminate excessive working hours for all workers in compliance with local laws.

3.9 Health and Safety

Accsys works to provide and maintain a safe and hygienic workplace, in consultation with employees, by addressing and remediating identified risks to help prevent accidents, incidents, injury and health impacts, with a Board-level HSE Committee supporting this. The Group's Health, Safety and Environment (HSE) Policy further demonstrates its commitment to providing a safe workplace and complying with applicable health and safety laws.

The Company has a comprehensive risk management and process safety programmes which include a variety of risk assessment techniques to help us identify hazards and risks.

Access to clean toilet facilities and to safe drinking water is provided for all employees.

Workers receive regular health and safety training, and such training is provided to new workers. This includes training on hazardous materials handling procedures, in particular in relation to the chemicals used at the Group's sites, as well as training on emergency preparation and response. All employees have access to hazard reporting systems and as such can confidentially report any HSE concerns that they may have.

The Company ensures that the workplace is safe through appropriate buildings and equipment construction, appropriate machinery safeguards and electrical and fire safety.

3.10 Communities

Accsys respects the human rights of people in communities that may be affected by its activities and strives to create a positive environmental and societal impact through a variety of activities aligned with the Company's purpose of changing wood to change the world. Accsys makes annual donations and the value reported each year covers both charitable and community activities through product and monetary donations.

3.11 Supply Chain

Accsys seeks to make agreements with its suppliers that require them to respect international recognised human rights in their work for the business.

Accsys' Supplier Code of Conduct clearly sets out expectations and requirements for current and potential suppliers. This includes specific statements on forced labour, child labour, conditions of work, health and safety and human rights, and also sets out standards for continuous improvement.

4. How to Raise a Concern

- 4.1 Employees, suppliers, and stakeholders are encouraged to speak up about any concerns and can raise any concerns in accordance with the Group's Whistleblowing Policy. Retaliation or reprisal against any individuals for having reported suspected violations of the Human Rights Policy is not tolerated.
- 4.2 Accsys strives for continuous improvement through monitoring performance and alignment with its future corporate strategies.

5. Responsibility for the Success of the Policy

- 5.1 Accsys' Board of Directors adopted the Human Rights Policy on 18 October 2023 on behalf of Accsys Technologies PLC.
- 5.2 The Company will review the implementation of the policy annually, looking at a number of relevant disclosures, including the Company's Sustainability Report and Modern Slavery Statement.