

15 JAN 2024

Red Castle Human Rights Statement

At Red Castle, our commitment to human rights is unwavering and integral to our core values and business practices. This Human Rights Statement, aligned with our comprehensive Human Rights Policy, reaffirms our dedication to upholding the highest human rights standards in every aspect of our operations and across our global network.

Our Commitment:

- **Upholding International Standards:** We pledge to respect and promote human rights as set out in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Core Conventions. Our practices reflect our deep respect for these universal principles and our commitment to ethical business conduct.
- **Ensuring Non-Discrimination and Equality:** Red Castle is steadfast in its commitment to providing equal opportunities for all. We strongly oppose discrimination and strive to create a workplace environment that fosters respect, dignity, and equal opportunity for our employees and stakeholders.
- **Promoting Safe and Fair Working Conditions:** We are dedicated to ensuring the health and safety of all our employees. Fair wages, reasonable working hours, and adherence to labour laws are our legal obligations and moral imperative.
- **Respecting Individual Rights and Privacy:** Our employee's and client's rights to privacy and data protection are paramount. We are committed to handling all personal data responsibly and with the utmost respect for privacy.
- **Engaging with Communities and the Environment:** We understand the impact our operations can have on local communities and the environment. We aim to engage positively with our communities, respect indigenous peoples' rights, and promote environmental stewardship.
- **Upholding a zero-tolerance policy towards any form of sexual exploitation and abuse (SEA) and gender-based violence (GBV).** Our commitment to human rights explicitly includes prohibiting such actions, whether within our company or in external interactions. We recognise the profound impact that SEA and GBV have on individuals and communities, and we are dedicated to ensuring that neither our company nor our personnel engage in or benefit from these grievous acts. This includes but is not limited to prostitution, rape, sexual harassment, and any other forms of sexual abuse or violence. Red Castle is resolute in its duty to remain vigilant against SEA and GBV, and we mandate that all instances, once identified, are reported to the competent authorities.

Implementing Our Commitment:

- **Comprehensive Training and Awareness:** Regular training and awareness programs ensure that all our employees, subcontractors, and partners are well-versed in our Human Rights Policy. This training empowers them to understand their rights and responsibilities and act as ambassadors of our commitment to human rights in their daily activities.
- **Monitoring and Continuous Improvement:** We actively monitor the effectiveness of our human rights initiatives and continually seek ways to improve and strengthen our practices. We adapt and evolve our strategies through regular evaluations to meet changing legal, ethical, and operational requirements.
- **Transparent Reporting and Accountability:** We maintain a transparent approach to reporting and addressing human rights issues. Our confidential reporting channels are open for employees and stakeholders to raise concerns, ensuring that any violations of our policy are promptly and fairly addressed.

Red Castle reiterates its unwavering commitment to protecting and advancing human rights by endorsing this Human Rights Statement. We recognise that our responsibility extends beyond our direct operations to include our influence on the communities and environments we interact with. As such, we are devoted to conducting our business in a manner that is ethically sound, socially responsible, and respectful of human dignity.

Yours Faithfully,

Alex Breingan

Managing Director, Red Castle



RED CASTLE – HUMAN RIGHTS POLICY

Purpose

The RED CASTLE Human Rights Policy aims to express our commitment to respecting, protecting, and promoting human rights in all business operations and to guide our employees, subcontractors, partners, and stakeholders in upholding these principles. We recognise our responsibility to respect human rights outlined in international standards, such as the United Nations Universal Declaration of Human Rights and the International Labour Organization's (ILO) Core Conventions.

Scope

This policy applies to all of RED CASTLE's operations, including our employees, subcontractors, partners, suppliers, and other stakeholders. It covers a wide range of human rights issues, including but not limited to the following:

- Non-discrimination and equal opportunity
- Freedom of association and collective bargaining
- Forced labour and modern slavery
- Child labour
- Health and Safety
- Fair wages and working conditions
- Privacy and data protection
- Indigenous peoples' rights
- Community engagement and environmental Stewardship

Principles and Guidelines

- a. **Compliance with Laws and Regulations:** RED CASTLE is committed to conducting business with all applicable human rights laws, regulations, and international standards. We will also adhere to best practices and principles in human rights, as set forth by relevant organisations and frameworks, such as the United Nations Guiding Principles on Business and Human Rights.
- b. **Due Diligence and Risk Assessment:** RED CASTLE will regularly assess potential human rights risks and impacts in our operations and supply chain and implement appropriate measures to prevent, mitigate, and remedy any adverse human rights impacts arising from our activities.
- c. **Employee Rights:** RED CASTLE is committed to treating all employees with dignity, respect, and fairness through our Equal Opportunity Policy and other relevant policies. We will ensure that our employees have a safe and healthy work environment, receive fair wages and benefits, and have the opportunity to voice their concerns without fear of retaliation or discrimination.
- d. **Supply Chain Responsibility:** RED CASTLE will work with our subcontractors, partners, and suppliers to ensure they share our commitment to respecting and promoting human rights in their operations. We will conduct thorough due diligence on our supply chain partners and require them to adhere to our Human Rights Policy and other relevant policies and standards.
- e. **Stakeholder Engagement:** RED CASTLE will engage with stakeholders, including affected communities, employees, subcontractors, partners, and suppliers, to promote dialogue, collaboration, and shared learning on human rights issues. We will also establish grievance mechanisms to provide a safe and confidential channel for stakeholders to raise concerns and seek remedies for potential human rights violations.

Sexual Exploitation, Abuse, or Gender-Based Violence

Red Castle's Human Rights Policy strictly prohibits any engagement in or benefit from sexual exploitation, abuse, or gender-based violence (GBV). This policy applies to all forms of SEA and GBV, including prostitution, rape, sexual harassment, and other forms of sexual violence. It extends to all Red Castle personnel within our internal operations and external activities. We require our personnel to maintain vigilance against SEA and GBV and to report any instances they encounter to the appropriate authorities. This policy underscores our commitment to creating and sustaining a work environment and business practices free from exploitation and abuse, honouring the dignity and rights of all individuals.

Reporting and Accountability

RED CASTLE encourages employees, subcontractors, and stakeholders to report any suspected violations of this Human Rights Policy or applicable human rights laws and regulations to their immediate supervisor or through the confidential reporting channel at info@redcastle.ly. The company is committed to investigating and addressing any reported concerns promptly, fairly, and transparently by applicable laws and regulations.

Training and Awareness

RED CASTLE will provide regular training and awareness programs for our employees, subcontractors, and partners on the principles of this Human Rights Policy, their rights and responsibilities under applicable human rights laws and standards, and the company's commitment to promoting and respecting human rights in all aspects of our operations.

Monitoring and Continuous Improvement

RED CASTLE will regularly monitor and evaluate the effectiveness of its Human Rights Policy, including the company's efforts to address potential human rights risks and impacts. The company will also review and update this policy periodically to reflect changes in legal requirements, industry best practices, and the company's risk profile. It will implement appropriate changes and improvements as needed.

By adopting and implementing this Human Rights Policy, RED CASTLE demonstrates its commitment to upholding and promoting human rights throughout our organisation and all operations. We acknowledge our responsibility to act ethically and transparently. We will work collaboratively with our employees, subcontractors, partners, and stakeholders to ensure that human rights are respected, protected, and advanced in the communities we serve and the industries in which we operate.

Yours Faithfully,


Alex Breingan
Managing Director, Red Castle

