

# EVENT

HOSPITALITY & ENTERTAINMENT



## HUMAN RIGHTS POLICY

### INTRODUCTION

At EVENT we are committed to providing and maintaining a work environment which is safe and supports health and wellbeing by minimising risks for our staff, customers, contractors and visitors. We also support and respect internationally recognised human rights as the universal foundation for dignity and equality for all, which is critical to our ability to meaningfully engage with our stakeholders and to contribute to our environments in a positive manner.

### ENDORSEMENT

This policy is endorsed by our Board as it provides the foundation of Event's approach to human rights and ensures that our employees also hold the same high standard in their dealings with suppliers that we expect.

This Human Rights Policy is founded on the Universal Declaration of Human Rights and the United Nations (UN) Guiding Principles on Business and Human Rights (UNGPs). It reflects Event's commitment to conduct our business and affairs in line with such standards.

Our commitment is demonstrated by:

1. Respecting internationally recognised human rights as set out in the Universal Declaration of Human Rights and operating in a manner that is consistent with the UNGPs.
2. Following and adhering to the applicable laws of the countries in which we operate.
3. Considering the risk of our involvement in any activities or matters pertaining to human rights.
4. Providing our employees with a non-discriminatory work environment that is free from harassment, bullying or victimisation and which respects the right of freedom of association including the right to join a trade union.
5. Promoting diversity and inclusion with our employees, respecting the diversity of others and where identified, addressing exclusion.
6. Engaging meaningfully, and in good faith with our stakeholders with respect for their human rights in any interactions.
7. Not engaging in forced, bonded or compulsory labour and any form of modern slavery.
8. Not supporting or condoning the use of child labour and condemn such practices.

### REPORTING

We support and encourage our people to raise concerns as soon as possible so that the matter of concern is able to be dealt with immediately. We recognise that at times, people might not want to be known to be making complaints and as such, our Whistleblower Protection Policy is very helpful in providing individuals with another avenue to reporting conduct that might concern them.

### REPORTING

Our human rights commitments and standards are further outlined and implemented throughout the Group's suite of policies, including the following documents:

1. Code of Ethics and Business Conduct
2. Whistleblower Protection Policy
3. Supplier Code of Conduct
4. Procurement Policy
5. Anti-Bullying Policy
6. Anti-Sexual Harassment Policy