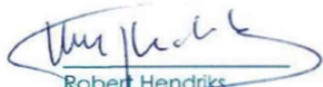




## Human Rights Commitment Statement

Please note that this policy may be reviewed and changed from time to time.

Owned & approved by

  
Robert Hendriks  
CEO  
May 30, 2024



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## Version Control

Version	Description	Author	Date
1.0	Initial Document	Arvinder Grover	29 Apr 2024
1.1	Board commitment added	Arvinder Grover	23 Oct 2024

## Purpose

At SFI Health, we believe that respecting and promoting human rights is fundamental to our values and integral to our operations. We are committed to upholding the principles of dignity and equality, for all individuals, and we recognize our responsibility to respect and protect human rights in all aspects of our business.

## Scope

SFI Health Human Rights Policy serves as the foundation of our Group's approach on human rights and illustrates our dedication to upholding them in accordance with the Universal Declaration of Human Rights and other global frameworks. This policy forms the base of SFI Health's human rights strategy and extends its application to every entity within the SFI Health group, including all subsidiaries. Moreover, it's important to note that our commitment to human rights is not confined to this policy alone. Within our organizational framework, the SFI Health Code of Conduct, SFI Health Supplier Code of Conduct, and other SFI Health's policies encompass a range of human rights commitments. These encompass areas such as Employment, Health and Safety, Environment, Inclusion and Diversity, Anti-discrimination and Harassment. Through these multifaceted approaches, we ensure that human rights remain at the forefront of our operations, both internally and throughout our supply chain.

## Commitment

Our Board is dedicated to promoting gender equity, diversity, and inclusion. We believe that a diverse board enhances decision-making, drives innovation, and reflects our community. We strive to ensure equal opportunities for all and foster a culture where every voice is valued.

SFI Health respects and supports the dignity, well-being, and human rights of our employees and those in the communities in which we operate. Our approach to human rights is consistent with the Universal Declaration of Human Rights. Human rights are integrated into existing corporate processes and policies, including:

### 1. Health & Safety

SFI Health respects the rights of employees to a safe and healthy workplace. We seek to manage our activities with concern for the safety of our employees, contractors, customers and all persons affected by our operations or products. SFI Health has established and maintains health and safety management standards and systems in compliance with relevant industry standards and regulatory requirements and is committed to providing a safe and healthy working environment. SFI Health is committed to conducting our operations in accordance

with all relevant licences and regulations and strives to be a valued corporate citizen in the communities in which we operate.

## 2. Labor Rights

We respect and uphold the rights of workers as defined by international labor standards. This includes but is not limited to the prohibition of forced labor, child labor, modern forms of slavery and human trafficking and any form of exploitation. We are committed to providing fair wages, safe working conditions, and respecting the rights of workers to freely associate and bargain collectively.

At SFI Health we are committed to providing:

- Providing clear performance expectations for employees and ensuring they have the necessary resources and support to meet them. Recognizing and appropriately rewarding employees who achieve their objectives, while offering coaching or counselling if performance falls short of expectations.
- Managing working hours in line with industry standards and regulations to ensure a safe and healthy work environment.
- Offering compensation that meets or exceeds the legal minimum wage.
- Providing at the minimum mandatory paid vacation time.

## Freedom of Association and Collective Bargaining

At SFI Health, we uphold our employees' freedom to join, form, or abstain from labor unions without any fear of retaliation, intimidation, or harassment. When our employees choose to be represented by legally recognized unions, we commit to engage in constructive dialogue with their elected representatives. Our commitment extends to bargaining in good faith with these representatives, encouraging an environment of mutual respect and cooperation.

## 3. Diversity and equal opportunity

We are dedicated to fostering an inclusive and accessible organization by promoting a culture that celebrates diversity. Promoting Diversity is one of our Core Values and it entails acknowledging, respecting, and appreciating the distinct attributes and various characteristics of each person. These differences encompass a wide range, including but not limited to, gender, ethnicity, cultural background, age, disability, sexual orientation, and religious beliefs.

## 4. Non-Discrimination and Harassment

We are dedicated to providing equal opportunities for all individuals, irrespective of race, ethnicity, religion, gender, sexual orientation, disability, age, or any other characteristic protected by law.

SFI Health does not tolerate inappropriate behaviour, unfair treatment, or victimisation. All employees are required to undertake mandatory training in this area.

## 5. Environmental Sustainability

We are committed to minimizing our environmental footprint and promoting sustainable practices throughout our operations. We strive to conserve natural resources, reduce emissions, and mitigate adverse environmental impacts.

## 6. Supply Chain Responsibility

We hold ourselves and our suppliers accountable for respecting human rights throughout the supply chain. We expect our suppliers to adhere to the same standards of non-discrimination, labor rights, and environmental sustainability outlined in this policy. We will work collaboratively with our suppliers to address any human rights concerns that may arise.

## 7. Community Engagement

We are dedicated to engaging with local communities and stakeholders to understand their needs, concerns, and aspirations. We will strive to incorporate their perspectives into our decision-making processes and contribute positively to the social and economic development of the communities in which we operate.

## **Actions to Meet our Commitment**

SFI Health is committed to maintaining high standards of accountability and transparency in our human rights efforts. We are committed to the use of due diligence as a means to identify and prevent human rights risks to people in our business and supply chain and to undertake audits as a means of checking compliance with human rights requirements.

## **Guidance and Reporting for Employees**

SFI Health strives to create workplaces in which open and honest communication among all employees is valued and respected. The group is committed to comply with applicable labour and employment laws wherever we operate. Any employee who believes a conflict has arisen between the contents of this policy and the laws, customs or practices of their workplace, or would like to confidentially report a potential violation of this policy or local laws, should:

- Talk to their manager or supervisor – this is often the best person to contact first;
- Contact the Group Head of HR or Group Internal Auditor;
- Contact the SFI Health Whistleblower contacts.

At SFI Health we are committed to being a responsible corporate citizen and contributing positively to the advancement of human rights globally. This

commitment is embedded in our culture, guides our decision-making, and shapes the way we conduct business every day.

## Breaches & Obligations

You are required to read and comply with the obligations you are responsible for within SFI's policies and procedures as they relate to your employment. These policies and procedures may be varied from time to time, and you will be required to comply with such variations. Such policies and procedures do not form part of your contract of employment.

A breach of your obligations under SFI's policies and procedures may result in disciplinary action up to and including the termination of your employment.