

Aussie Broadband Human Rights Policy

Version 1.0



**Aussie
Broadband**

THE ACTUAL AUSSIE WAY

Document Control**Version** 1.0**Owner** Libby Hay (General Manager Corporate and Regulatory Affairs)**Sponsor** Jane Betts (Chief People & Reputation Officer)**Last Updated by** Community Impact Team**Next Review Date**

01/07/2025 or upon material change.

Previous Versions

Version	Changes	Date Approved
1.0	Document Creation	08/05/25

Approval and review of this policy are supported and formalised through the CAMMS platform, ensuring transparent and auditable records.

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1 Purpose

This document details Aussie's approach to Human Rights. It demonstrates the standards we set for ourselves and our commitment to internationally recognised human rights in line with the UN Guiding Principles on Business and Human Rights

2 Policy Statement

At Aussie Broadband we are committed to respecting and upholding the dignity, wellbeing and human rights of our people in addition to the communities and individuals that Aussie's activities directly or indirectly affect. We believe that human rights are an integral foundation to our core values at Aussie, including to "Be Good To People".

Fostering a strong human rights culture in our company helps to ensure a safe and secure work environment and deliver responsible service to communities across Australia. Being true to our values, we respect and support human rights as set out in the International Bill on Human Rights, International Labour Organisation's Declaration on Fundamental Principles and Rights at Work; additionally, we align our practices with the UN Guiding Principles on Business and Human Rights.

We are dedicated to upholding of human rights and committed to understanding and limiting our potential human rights risks. Aussie acknowledges the potential for human rights impacts through our business operations, supply chains and our supplier relationships. As an Australian telecommunications company we recognise that in addition to potential human rights risks relating to the rights of our employees, the workers in our supply chains and the rights of individuals in the communities in which we operate, that the right to privacy and issues of data security constitute areas of risk. We take into serious consideration the human rights risk we could have on at-risk, marginalised or 'vulnerable' groups, including migrant workers and Indigenous communities.

3 Application of Policy

3.1 Operational

Aussie Broadband is committed to maintaining and developing a framework of strong human rights governance within its operations. This will be achieved by:

- Complying with applicable human rights legislation wherever we operate. Where local laws are less stringent than our policy we will perform to the standard set in our policy; Where local laws conflict with our policy, Aussie will comply with local law while seeking to emulate this policy by raising awareness of human rights within our spheres of influence and by acting to the highest possible human rights standard available.
- Identifying and addressing human rights risks through an ongoing process of human rights due diligence in line with the UN Guiding Principles.
- Communicating this policy to employees and ensuring policy coherence by providing human rights information, training, and support for staff in relevant functions.

3.2 Integrity

Aussie Broadband secures its human rights commitments by centring integrity and accountability. We fulfil this commitment by:

- Encouraging any human rights concerns or complaints be reported to a staff member's manager and/or where this is not appropriate through our whistleblowing service.
- Not tolerating any forms of bribery or corruption, including improper offers of payments or gifts, as set out in our Gifts, Entertainment and Hospitality Policy
- Respecting our customers right to privacy by protecting their personal information as per our Privacy and Credit Reporting Policy.
- Committing to track the effectiveness of this policy and other policies where relevant to human rights.
- Where possible, ensuring we consider our approach to vulnerable and at-risk customers to proactively address the needs and potential vulnerabilities of these customers throughout the product or service design process, ensuring fairness and accessibility.

3.3 Workplace and Values

Aussie Broadband is dedicated to limiting its human rights impacts by providing a safe and fair workplace, and by practising strong human rights values. We achieve this by:

- Celebrating diversity as a principal core to our company values that strengthens our workplace. Aussie embraces the diversity of its employees

and takes steps to promote a diverse and inclusive workspace via our diversity and inclusion policy.

- Providing a safe and fair working environment for our employees, free from bullying, harassment, and discrimination.
- Holding a zero-tolerance approach towards, forced labour, child labour, child exploitation, or other forms of modern slavery. For more information see our Modern Slavery Statement
- Respecting the rights of our employees to freedom of association and collective bargaining.
- Recognising that everyone has the right to 'equal pay for equal work' and we make efforts to reduce any gender pay gap discrepancies.
- Acknowledging the effect that climate/environment management can have on human rights outcomes. We actively take steps to reduce our carbon footprint and take further actions to limit our impact on the environment.

3.4 Scope

This policy applies to all employees including permanent, fixed-term, casual employees, and contractors within Aussie Broadband and its subsidiaries (with the exception of subsidiaries that have their own policy). We expect our business partners, suppliers and relevant third parties to comply with this policy, consider the human rights implications of their actions, and hold a similar commitment to human rights outcomes, as per our code of conduct

4 Roles and Responsibilities

Role	Responsibility
Employees and Contractors	<ul style="list-style-type: none"> • Consider the human rights implications of your actions. • Identify and report issues that contribute to poor human rights outcomes • Where relevant, complete training in relation to human rights • Conduct work in compliance with requirements from applicable human rights legislation

Suppliers	<ul style="list-style-type: none"> • Act in accord with requirements from applicable human rights legislation, and as per the Aussie Broadband Supplier Code of Conduct • Report any breaches/abuses of human rights where possible and corrections where necessary.
Risk and Compliance Team	<ul style="list-style-type: none"> • Monitor human rights compliance and performance • Facilitate improvements where possible and corrections where necessary
Board	<ul style="list-style-type: none"> • human rights responsibilities of the board are available via our official website

5 Definitions

Terms and definitions applied in this policy are as follows;

Term	Definition
Aussie	Aussie Broadband, Aussie, or ABB refers to Aussie Broadband Group
Human Rights	A series of inalienable and inherent rights for every human being, delivered through the United Nations Declaration of Human Rights and subsequent conventions.
Vulnerable/At Risk	People who may be disadvantaged, marginalised or excluded from society; including as children, women, Indigenous peoples including Aboriginal and Torres Strait Islander peoples, people belonging to ethnic or religious minorities, and persons with disabilities, among others.

6 Enforcement

Users must comply with the requirements of this policy. Any breach of this policy may result in disciplinary action which may include termination of employment (or, for Persons other than employees, the termination or non-renewal of contractual arrangements).

Other disciplinary action that may be taken includes but is not limited to, issuing a warning, suspension, or disconnection of access to all or part of Aussie Broadband's computer network, whether permanently or temporarily.

7 Relevant Documents

- Privacy and Credit Reporting Policy
- Diversity and Inclusion Policy
- Code of Conduct
- Modern Slavery Statement
- Occupational Health and Safety (OH&S) Policy
- Statement of Values
- Gifts, Entertainment and Hospitality Policy
- United Nations Declaration on the Rights of Indigenous Peoples - [UNDRIP_E_web.pdf](#)
- International Bill of Human Rights - [International Bill of Human Rights | OHCHR](#)
- ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up - [ILO 1998 Declaration_EN.pdf](#)
- Guiding Principles on Business and Human Rights - [guidingprinciplesbusinesshr_en.pdf](#)

8 Contact Information

For more information or clarification regarding this policy, please contact the People Services team.

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