

Human Rights Policy

Feb 2021



Purpose

Flow Power respects the dignity and human rights of our employees, customers and the communities in which we operate and that are affected by our operations. We endeavour to ensure that we are not causing, contributing or directly linked to human rights abuses and seek to prevent or mitigate any human rights impacts.

Standards

Flow Power respects internationally and domestically recognised human rights standards, including:

- + Universal Declaration of Human Rights (UDHR)
- + Labour standards set out in the International Labour Organisation's (ILO) Declaration on the Fundamental Principles and Rights at Work
- + UN Guiding Principles on Business and Human Rights
- + UN Global Compact Principles (UNGC)

In the instance of this Policy conflicting with local laws, we will follow local laws while trying as far as possible to act in accordance with the spirit of this Policy.

Scope

This policy applies to all our businesses and transactions in all countries within which we operate, and covers:

- + Flow Power and all subsidiary and affiliate entities over we exercise control
- + All persons working for Flow Power under a contract or a consultancy agreement (each "Flow Power personnel").

Human Rights

In line with the above standards, Flow Power, our employees and our subsidiary and affiliate entities are committed to:

- Supporting and encouraging equitable practices to ensure responsible treatment of people and communities including:
 - Ensuring fair pay and reasonable work conditions
 - Adherence to the principles relating to the freedom to move and associate right to form and join trade unions and bargain collectively;

- Consulting with communities to minimise for any adverse social impacts of our activities or operations
- Due diligence activities to identify, prevent and mitigate adverse human rights impacts;
- Freedom from child labour or harsh or inhumane treatment including but not limited to torture, physical or psychological abuse and slavery
- Valuing and promoting inclusion and diversity with no tolerance for adverse discrimination;
- Respecting diverse cultures and heritages of local communities
- Working to limit any harmful impacts of its activities on the environment.

Implementation

Flow Power manages human rights risks in accordance with our Risk Management Policy and its associated procedures and internal control systems.

Any concerns

Flow Power asks anyone with whom it conducts business with who has serious concerns about these issues, to tell us at the earliest opportunity.

Stopline – Flow Power’s Independent Whistleblower Service

Phone: 1300 30 45 50 (in Australia)
+61 3 9811 3275 (from outside of Australia – note that this is a reverse-charges line)

Fax: Flow Power, C/- Stopline +61 3 9882 4480

Email flowpower@stoline.com.au

Online: <https://flowpower.stolinereport.com>

Mail: Flow Power, C/- Stopline
Locked Bag 8
Hawthorn Vic 3122

App: Smart phone App – ‘Stopline365’ (free download from Apple iTunes and Google Play)