

## Human Rights Statement

Guided by our purpose and values, we are committed to respecting the rights of every worker, both in our own operations and our supply chain, who help us do what we do: bring people together through our brands, products and places.

### Our commitment to respecting human rights

Endeavour Group is committed to respecting the human rights of our own team members and the workers in our supply chain, as set out in this Statement. In particular, we are committed to respecting the internationally recognised human rights set out in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

We are committed to complying with applicable human rights laws wherever we operate and we endorse the principles and guidance contained in the United Nations Guiding Principles on Business and Human Rights. We are also a signatory to the United Nations Global Compact and we embrace and seek to reflect the United Nations Global Compact's core values on human rights, labour standards, the environment and business integrity.

We expect that our suppliers and our suppliers' suppliers (our upstream supply chain) are committed to the same standards as we are and take steps to respect human rights.

Our commitment to respect human rights includes commitments to:

- (a) **Workers' rights, including the rights of migrant workers.** We are committed to using our influence to prevent and mitigate all forms of modern slavery and forced labour within our operations and supply chain. Not only is it the right thing to do, it supports our purpose and our ambition to leave a positive imprint on the communities we are part of, the people we connect with, and the world we all share. We are committed to working collaboratively with our suppliers and industry partners to raise standards in respect of modern slavery and forced labour risk. We are also committed to maintaining an effective Responsible Sourcing Program to seek to ensure our products and services are ethically produced and sourced, and that our supply chains are free of modern slavery, forced labour and child exploitation.
- (b) **First Nations peoples' rights.** We are committed to respecting the human rights of First Nations people as set out in our Reconciliation Action Plan.
- (c) **Human rights defenders.** We respect the rights of human rights defenders, and we do not tolerate threats, intimidation or attacks against them.
- (d) **Women's rights.** We are committed to respecting the human rights of women in our operations and supply chain.

In addition to this policy, our human rights program comprises:

- (a) **Human rights due diligence.** We are continuing to build our due diligence program in order to strengthen our efforts to prevent, mitigate and manage adverse human rights impacts derived from our operations and supply chain.
- (b) **Right to remedy.** We engage with stakeholders, including local communities, either directly or in collaboration with our suppliers or other third parties. We are committed to providing channels through which people and communities that may be impacted by our business can raise complaints or concerns without fear of retaliation, intimidation, harassment, discrimination or victimisation. We understand that grievance channels should be legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue.
- (c) **Reporting.** We report publicly on our human rights performance.

The human rights commitments set out in this policy are supported and underpinned by other Endeavour Group policies, standards and frameworks, such as our:

- [Code of Conduct](#)
- [Sustainability Strategy](#)
- [Responsible Sourcing Policy](#)
- [Responsible Sourcing Program Supplier Guidelines](#)
- [Diversity & Inclusion Policy](#)
- [Reconciliation Action Plan](#)
- [Whistleblowing Policy](#)

In line with our purpose, values and ways of working, Endeavour Group is committed to the regular review of our approach to respecting human rights.

<b>Date approved:</b>	14 May 2024 By Endeavour Group Limited Board of Directors
<b>Date effective:</b>	14 May 2024
<b>Accountable:</b>	Director, Corporate Affairs and Sustainability
<b>Contact:</b>	Human rights team via: <b>Email:</b> <a href="mailto:humanrights@edg.com.au">humanrights@edg.com.au</a>
<b>Grievance mechanism:</b>	<b>Endeavour Whistleblowing:</b> <b>Telephone:</b> Australia – 1800 952 910