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## Heartprint – Statement of Commitment to Human Rights

This Statement of Commitment on Human Rights formalizes and specifies the commitment of Heartprint to support and respect human rights for all people, as outlined in the Heartprint Code of Conduct.

### Subject matter and objective

The objective of this Statement of Commitment is to provide a common framework for the company's responsibility to respect human rights that is globally valid and underlies all its business activities and partnerships. It shall introduce a more effective and proactive management approach on human rights for the Group.

This Statement of Commitment clarifies:

- the relevant international human rights frameworks that Heartprint subscribes to
- the company's salient human rights issues
- the company's human rights due diligence framework describing the appropriate policies and processes to implement its human rights commitment.

### Purpose

As stated in its Code of Conduct, Heartprint supports and respects the protection of internationally proclaimed human rights and labour standards. The company fully respects the personal dignity, privacy and individual rights of its employees, customers, suppliers and other stakeholders.

Heartprint aspires to play a leading role in responsible business conduct. The company wants to maintain the trust of all our stakeholders by treating people conscientiously and with dignity. Heartprint acknowledges that all companies can potentially have an impact on human rights: either directly through their operations or via business relations. For Heartprint, respecting human rights means doing the right thing and continuously putting efforts into ensuring that day-to-day business decisions contribute to upholding and do not infringe human rights.

### Framework of reference

Heartprint is committed to high standards of business ethics and integrity including the support and respect of internationally proclaimed human rights and labour standards as outlined in international human rights frameworks such as:

- Universal Declaration of Human Rights (UDHR)
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- ILO Core Labour Conventions

- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- OECD Guidelines for Multinational Enterprises
- Ten Principles of the UN Global Compact (UNGCC)
- UNICEF’s Children’s Rights and Business Principles (CRBP)
- Responsible Business Alliance Code of Conduct
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- ISO 45001 Occupational Health and Safety Management (OHS) Standard

Heartprint complies with the laws and regulations in the markets it operates. Where local laws are less stringent than the company policies and the above named internationally recognized human rights and employment standards, Heartprint is guided by the more stringent policies and standards and encourages its suppliers and partners to follow these standards and principles.

### Human rights due diligence

Heartprint conducts its human rights due diligence (HRDD) throughout its business to proactively assess, identify, prevent and mitigate actual and potential adverse human rights impacts on potentially affected rightsholders across its value chain. Heartprint also uses HRDD to identify where it can better support and promote individuals’ ability to live and exercise their fundamental human rights.

**Figure: Process of Human Rights Due Diligence**



#### A. Policy commitment

As outlined in this Statement, Heartprint recognizes the important role the company has in respecting human rights, in line with the “Protect, Respect, Remedy” framework provided by the UNGPs, which defines:

- the state duty to protect against human rights abuses by third parties, including business;
- the corporate responsibility to respect human rights; and
- greater access by victims to effective remedy, both judicial and non-judicial.

The company’s commitment to respect human rights also extends to all individuals throughout the value chain, and Heartprint uses its relationships with partners to encourage and promote the principles of this Statement throughout its network. Heartprint believes that it can influence

others through leading by example and therefore communicates proactively about its commitment.

#### **B. Integrate findings & take appropriate action**

Based on the human rights-related risks and impacts identified, Heartprint develops prevention and mitigation measures integrated into company operations, training programs, policies and management systems. This is achieved through the development and implementation of a human rights roadmap approved by the Board. The roadmap assigns clear responsibilities to related initiatives and is monitored, updated and revised regularly.

Heartprint is committed to a continued dialogue with internal and external stakeholders to continuously improve its HRDD. Where the company's ability to influence potential human rights issues is limited, it strives to enhance leverage through collaboration and partnership with key stakeholders, to prevent or mitigate negative human rights impacts.

#### **C. Track & communicate performance**

Heartprint tracks the effectiveness of its actions and influence to ensure human rights are respected in its value chain through a system with clearly defined targets and key performance indicators monitoring the implementation of the human rights roadmap. Where possible, Heartprint strives to measure the actual impacts of its actions on the human rights of potentially affected rightsholders.

Respect for human rights is an integral part of the global sustainability strategy and the company transparently reports on the progress of its efforts in its annual sustainability report as well as on its website to publicly account for how human rights issues are addressed.

#### **D. Remediate adverse impacts**

Access to grievance Heartprint attaches great importance to an open corporate culture, where every employee is encouraged to speak up if they become aware of compliance risks. This includes issues as relates to human rights. Employees are encouraged to make use of the reporting channels outlined in the Code of Conduct. In addition, Heartprint ensures employees and external third parties, access to an anonymous, confidential, and safe process for investigating grievances by means of a whistleblowing system which is outlined in the Whistle Blowing Policy. It is available for all individuals across the company's value chain. Heartprint encourages its suppliers and business partners to use their own effective grievance mechanisms and to inform their employees that the Heartprint whistleblowing tool is available for their use. Heartprint does not retaliate or permit retaliation against anyone who raises questions or concerns in good faith about organisation activities. The company is committed to investigating these issues thoroughly and providing appropriate responses and remedies.

##### **Access to remedy**

When adverse human rights impacts are uncovered due to the company's business activities or from linkages to its operations, Heartprint is committed to taking timely and transparent action to remediate in a fair and equitable manner in line with the UNGPs. Where Heartprint finds impacts directly linked to its relationships, it will use its influence to encourage suppliers and partners to respect human rights, whether through corrective action plans or termination on a case-by-case basis.

##### **Scope of application**

The Statement covers fully operations of Heartprint, including those of direct and indirect partnerships and applies to all Heartprint employees, including part-time and temporary workers as well as casual workers (e.g. day labor workers).

**Validity**

The Statement comes into force from November 16, 2015, onwards and remains valid until further notice.

**Responsibility**

This Statement is written by Heartprint board of directors. All questions related to the content may be addressed to the e-mail address [information@Heartprint.org.au](mailto:information@Heartprint.org.au)

The Heartprint board of directors bears the responsibility for keeping this Statement updated. This Statement will be reviewed periodically and updated as required to amend it to changed business processes, regulatory requirements as well as political and societal expectations.

**Communication and Implementation**

This Statement is made publicly available on the Heartprint website for external stakeholders and partners. Furthermore, every manager must ensure that Heartprint employees become aware of this Statement, understand it and adhere to it. The authors' department is responsible for implementing the Statement into workflows and to provide trainings for employees as appropriate.

**Approval**A handwritten signature in black ink, appearing to read 'W O'Brien', with a long horizontal flourish extending to the right.

Wendy O'Brien  
General Manager, Heartprint