

**Beyond Bank Australia Limited**

# **Human Rights Policy**

## The aim of this Policy:

This policy exists to outline Beyond Bank Australia's commitment to human rights. This applies to the rights of our people working across our business operations, our contractors and suppliers and the influence we can have on the rights of workers within our supply chain and our community more broadly.

# The Obligations of this Policy:

## 1 Objectives

To define human rights and outline our commitment to respecting those rights for all stakeholders - our people, suppliers, customers and our community.

To demonstrate this commitment by setting clear expectations for our people, suppliers and other relevant parties and to outline our approach to implementing this commitment.

## 2 Human Rights Definition

Human rights are the basic rights and freedoms that belong to each and every one of us, no matter where we live, what we look like, who we are or what we believe.

These rights are based on shared values of freedom, dignity, fairness and equality.

These basic human rights belong to all of us, they cannot be taken away and all rights must be respected.

Human rights are about being treated fairly, treating others fairly and being able to make choices about your own life.

## 3 Our Commitment

Beyond Bank Australia is committed to respecting and upholding human rights and the fundamental rights of our workers in line with our domestic laws and regulations.

We believe respect for human rights is the cornerstone of strong communities in which everyone can contribute and feel included. This is regardless of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

We believe that workers have the right to freedom of association to form and join trade unions and the right to collective bargaining. We also commit to the elimination of discrimination, all forms of forced or compulsory labour and the effective abolition of child labour.

We are committed to being an inclusive organisation that values diversity and is representative of the unique communities in which we serve.

## 4 Our Expectations

Beyond Bank Australia expects this commitment to respect human rights to be upheld by our people, contractors and suppliers, as well as our customers and partners.

We also expect our contractors and suppliers to uphold workers' rights.

## 5 Delivering on our commitment

We will deliver on our commitment both directly within our operations and indirectly where we can influence our suppliers and other third parties by:

- Complying with all applicable laws and regulations including the Modern Slavery legislation.
- Avoiding causing or contributing to adverse human rights impacts through our business activities.
- Undertaking due diligence through a risk assessment process to identify, prevent and mitigate adverse human rights impacts.
- Addressing any human rights impacts if they do occur.
- Seeking to prevent or mitigate adverse human rights impacts that may be directly linked to our operations, products or services by our suppliers.
- Measuring our effectiveness in addressing adverse human rights impacts via key performance indicators, verify our impact through the B Corp Impact Assessment (BIA) and reporting on our progress through our annual Corporate Reporting.
- Aligning our impact to the United Nations Sustainable Development Goals through the UN Global Compact SDG Action Manager linked to the BIA, in particular; Goal 8 – Decent Work and Economic Growth, Goal 10 – Reducing Inequality, Goal 12 – Responsible Consumption and Production.

## 6 Our Approach

Our approach to delivering on our commitment to respect and uphold human rights is outlined below for our people, suppliers, customers and our community.

### 6.1 Our People

At Beyond Bank Australia we will respect and protect the human rights of our employees.

We aim to create a culture built on our values where our staff 'do the right things and do things right' whereby exceeding expectations. It is a culture built on the principles of co-operation, inclusion, trust and integrity.

#### **We will commit to:**

- Treating our employees fairly and respecting their rights.
- Allowing all our employees to work to their full potential.
- Promoting a workplace that is free from discrimination, harassment and bullying.
- Supporting and improving diversity and inclusion through our D&I policy, strategy and committee.
- Providing a safe working environment and support employee health and wellbeing.
- Providing training in relation to human rights and modern slavery for all new employees and contract relationship owners.
- Maintaining an internal complaints process, as well as an anonymous option via Your Call for employees to lodge grievances.

## 6.2 Our Suppliers

At Beyond Bank Australia we value our trusted relationships with our partners and suppliers.

We aim to engage with our suppliers to improve transparency to help uphold human rights and eliminate modern slavery across our supply chain.

### We will commit to:

- Risk assessing and reporting under the Modern Slavery Act 2018 (Cth) as a means of meaningfully and practically addressing modern slavery in our supply chains.
- Promoting the use of Sedex by our suppliers for socially responsible procurement.
- Utilising supplier questionnaires via Sedex to gather evidence related to environmental, social and governance (ESG) performance, human rights and modern slavery to inform our risk assessment process.
- Engaging with our suppliers, contractors and partners in relation to assessing, addressing and remediating actual and potential adverse human rights impacts.
- Fostering our supplier relationships to educate, share, support and work with them on modern slavery, human rights and supply chain transparency.
- Providing appropriate information relating to human rights risks that have been identified in our supply chain with the relevant suppliers.
- Maintaining a formal and anonymous process via Your Call for our suppliers and other third parties to lodge human rights grievances.

## 6.3 Our Customers and Community

At Beyond Bank Australia we believe in respecting all human rights. We understand our business should reflect the communities we operate in by being inclusive and listening to our customers.

We will commit to:

- Preparing an annual Modern Slavery Statement that is publicly available for our stakeholders to understand what action we are taking to address this issue.
- Maintaining our independently verified B Corp certification to measure the impact our business has on all of our stakeholders and report transparently on our performance.
- Listening to our customers and other stakeholders through our voice of the customer strategy and local leadership model.
- Delivering on our Diversity and Inclusion policy commitments and inclusive communities action plan through the support of our D&I committee.

## 7 Accountability

Beyond Bank Australia's Human Rights Policy has been approved at the Executive level and is reflected throughout its internal governance framework.

## 8 Responsibility

It is the responsibility of all staff and contractors to respect and uphold human rights as outlined in this policy.

Day to day responsibility for implementation of Beyond Bank Australia's Human Rights Policy will reside with the Deputy Chief Executive Officer.

## 9 Training and Awareness

Beyond Bank Australia is committed to raising awareness about human rights issues throughout its workplace and recognises that this is an important step in addressing human rights issues.

Training and awareness in relation to human rights and modern slavery is delivered to all new employees through the warm welcome induction process and the online training portal for current employees. Specific training is provided to key employees and contract relationship owners that have been identified as requiring this knowledge for their roles.

Beyond Bank is also committed to engaging with significant suppliers and high-risk suppliers to promote awareness of human rights and modern slavery issues within our related supply chains with the aim of increasing transparency.

## 10 Grievance Mechanism

### 10.1 Beyond Bank Employees

Beyond Bank Australia maintains a human rights grievance mechanism.

For employees this process is outlined in the Handling of Internal Complaints Policy or alternatively can use the Your Call service to report a grievance anonymously.

Beyond Bank is committed to working with our employees to resolve grievances and where required will take prompt action to remediate any adverse human rights impact that may have been caused or contributed to by our business operations.

### 10.2 Suppliers and Third Parties

The process to report any concerns or complaints by suppliers or external parties in relation to this policy or Beyond Bank's Supplier Code of Conduct is outlined in the Group Whistleblower Policy. This policy is publicly available on our website.

## 11 Third Party Remedial Action

Beyond Bank is committed to working with our stakeholders to resolve grievances through our whistleblower process and where required will take prompt action to remediate any adverse human rights impact that may have been caused or contributed to by our business operations.

We are committed to working with our stakeholders to address human rights issues. We understand that engaging with suppliers openly to improve transparency and strengthen relationships is the preferred action to create better human rights outcomes.

We encourage all third parties within our supply chain who we do not have a direct contractual relationship with us to remediate any adverse human rights impacts.

If a third party appears unwilling or unable to develop and/or adequately implement the proposed remedy a report will be prepared for the Executive committee to inform management of decisions that may be made in relation to the third party. Management decisions may include:

- Capacity building for resolution within third party businesses.
- Collaboration with other entities to increase leverage to address grievances involving third parties.
- Suspension or termination of supplier or other contracts, agreements, relationships, investments as a last resort.

## 12 Reporting

In addition to publishing a Modern Slavery Statement each year to meet regulatory requirements, our B Impact Report tracking our social and environmental performance is available publicly on the B Corp website. Our annual Corporate Report will also report on our performance in relation to human rights and modern slavery.

We will also disclose in our Annual Corporate Report the following:

- The number of reported grievances reviewed.
- Whether the grievances were internally reported or reported by a third party.
- The type of human rights issue raised in the grievance.
- The outcome and where applicable remediation provided as a result of the grievance.