

HUMAN RIGHTS POLICY

May 2023

At **Lumineye Pty Ltd**, we believe in the inherent dignity and equality of all individuals. We are committed to upholding and promoting human rights in all aspects of our operations. Our Human Rights Policy aligns with our *Code of Conduct*, reflecting our dedication to creating an ethically responsible and inclusive business.

Respect for Human Rights We are committed to respecting and upholding the fundamental human rights of our employees, customers, suppliers and stakeholders. We strive to foster a working environment that is free from discrimination, harassment and any form of unfair treatment.

Labour Standards We adhere to internationally recognised labour standards and promote fair and safe working conditions. We ensure that our employees are provided with fair wages, reasonable working hours and a safe and healthy work environment. We oppose child labour and forced labour in all their forms.

Supplier Responsibility We expect our suppliers to share our commitment to human rights. We collate with them to ensure that their operations align with the principles of fairness, dignity and non-discrimination. We actively work to prevent human rights abuses within our supply chain and encourage suppliers to uphold the same standards.

Diversity and Inclusion We embrace diversity and strive to create an inclusive and equitable workplace. We value and respect the unique contributions and perspectives of all individuals, regardless of their race, ethnicity, gender, sexual orientation, religion, disability or any other characteristic protected by applicable laws.

Freedom of Association We recognise and respect the rights of our employees to freedom of association and collective bargaining. We ensure that they have the right to join or form trade unions of their choice and engage in collective negotiations to protect their rights and interests.

Community Engagement We engage with the communities in which we operate, respecting their rights and promoting positive social impact. We aim to contribute to the well-being and development of these communities by actively supporting local initiatives and addressing any potential adverse impacts of our operations.

Transparency and Accountability We are committed to being transparent about our human rights policies, practices and performance. We strive to communicate openly with our stakeholders and encourage their feedback. We regularly assess our human rights performance and take appropriate measures to address any identified shortcomings.

Continuous Improvement We recognise that promoting and protecting human rights is an ongoing journey. We continually strive to improve our practices, policies and systems related to human rights. We engage in dialogue and collation with relevant stakeholders to learn from their experiences and best practices.

Compliance and Due Diligence We commit to complying with all applicable laws and regulations related to human rights. We conduct due diligence to identify and address any potential human rights risks and impacts associated with our activities. We take appropriate actions to mitigate these risks and prevent any abuse of human rights.

By integrating human rights considerations into our operations, Lumineye aims to foster a workplace and supply chain where human rights are respected, protected and promoted. We invite all stakeholders to join us in our commitment to creating a world where human rights and sustainability go hand in hand.

Victor Arutjunow

CEO