



# Human Rights Policy

## Board Policy

### 1. Purpose

This Policy sets out Dexus's commitments regarding internationally recognised human rights as defined in the International Bill of Rights<sup>1</sup> and the International Labour Organization Declaration on Fundamental Principles and Rights at Work<sup>2</sup> (collectively referred to as 'human rights' in this Policy). This Policy provides a framework for how Dexus ('we', 'our') will uphold human rights within our operations and throughout our value chain.

### 2. Context and guiding principles

We recognise that every person has the right to live a life that is free from fear, harassment and discrimination, and that everyone is entitled to a universal set of human rights. As a signatory to the United Nations (UN) Global Compact, we require conformance with the *UN Guiding Principles on Business and Human Rights* and we are committed to respecting and supporting human rights in line with international standards, including each individual's:

- Right to work (including training and education)
- Right to establishing and caring for a family
- Right to fair remuneration
- Right to enjoyment of physical and mental health
- Right to safe and healthy working conditions
- Right to education
- Freedom from discrimination
- Freedom from slavery (including modern slavery as defined in the Australian Modern Slavery Act 2018)
- Right to privacy
- Equal opportunity in career advancement
- Right to collective bargaining and union membership
- Right to leisure and rest from work
- Freedom of association
- Freedom of thought, conscience and religion
- Right to social security.

Through this policy we seek to:

- Uphold the human rights listed above for our employees, customers, investors, suppliers and other stakeholders consistent with local laws and regulations
- Enable us to respond effectively to human rights concerns
- Ensure we are not complicit in human rights abuses

<sup>1</sup> Includes rights as set out in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights.

<sup>2</sup> Includes rights set out in the eight fundamental conventions of the International Labour Organization: the Forced Labour Convention, 1930 (No. 29), the Abolition of Forced Labour Convention, 1957 (No. 105), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182).

- Maintain regulatory compliance
- Enhance our capacity to create value.

Reference should also be made to other Policies developed by Dexus that support our commitment to the promotion of human rights:

- Employee Code of Conduct
- Fraud, Corruption and Bribery (prevention and awareness) Policy
- Inclusion and Diversity Policy
- Risk Management Policy
- Sustainable Procurement Policy and Supplier Code of Conduct
- Whistleblower Policy
- Workplace Behaviour Policy

### 3. Coverage

This Policy applies to our operations, the operations of our service providers, and other entities with whom we have a business relationship. Business relationships include business partners, entities in our value chain, and any other entity directly linked to our operations, products or services.

### 4. Commitments

We are committed to proactively upholding human rights by:

1. Complying with all applicable laws (including the Australian *Modern Slavery Act 2018*)<sup>3</sup> and respecting internationally recognised human rights
2. Fostering healthy and safe work environments (see our Work Health Safety & Liability Statement)
3. Positively contributing to healthy work-life balance for our employees through flexible working and a focus on wellbeing
4. Promoting gender equity, inclusion and diversity within and outside of Dexus, and refusing to tolerate discrimination, harassment, vilification, or bullying of any kind (see our Employee Code of Conduct and our Inclusion and Diversity Policy)
5. Acknowledging and respecting Aboriginal and Torres Strait Islander cultures
6. Designing properties and spaces that acknowledge and facilitate accessibility and inclusion
7. Procuring goods and services responsibly while taking into consideration human rights (see our Supplier Procurement Policy and Supplier Code of Conduct)
8. Acknowledging that human rights risks may exist within Dexus's operations and supply chain, committing to identify and address those risks, and responding to remedy any human rights issues
9. Supporting employees' rights to collective bargaining and union membership
10. Engaging broadly with potentially impacted stakeholders through effective feedback, grievance and whistleblower mechanisms
11. Adopting an efficient, risk-based approach to upholding human rights that is implemented consistently and with broad coverage incorporating independent verification
12. Transparently disclosing our approach to upholding human rights, including risk management actions, breaches, and corrective action.

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<sup>3</sup> Practices that constitute modern slavery can include human trafficking, slavery servitude, forced labour, debt bondage, forced marriage, and the worst forms of child labour.

## 5. Implementation

### Due diligence procedures

We recognise that upholding human rights in our operations and value chain requires a formal, rigorous, and consistent approach to due diligence regarding human rights risks. It is important for due diligence procedures to have broad coverage, while at the same time adopting a risk-based approach that focuses on areas with identified potential for elevated risk of human rights impacts.

Regarding our own operations, we ensure that employees are legally entitled to work at Dexus and that our employees are aware of their legal rights and obligations at work. We actively engage with our employees to understand their perceptions of our workplace regarding discrimination, harassment and wellbeing. We are committed to fair remuneration, including equal pay for men and women in like-for-like roles. We do not infringe on any employee's right to collective bargaining and freedom of association.

Regarding our supply chain, Dexus expects its suppliers to comply with all applicable laws and to respect internationally recognised human rights wherever they operate. We expect all suppliers with whom we have a contractual agreement to comply with the Dexus Supplier Code of Conduct and this Human Rights Policy. Suppliers are required to uphold employees' right to collective bargaining and freedom of association.

We will conduct due diligence on suppliers to understand human rights risk exposure and potential human rights breaches. We understand that our supply chain extends beyond the suppliers with whom we have a direct contractual relationship and we are committed to working with our suppliers to assess and address human rights risks in their supply chains, including where these supply chains extend outside Australia.

Across our property portfolio, we strive to collaborate with our customers to identify and address potential human rights risks in their operations.

### Monitoring, engagement and resolution

We recognise that negative human rights impacts may exist in our operations and/or value chain. Although these impacts can sometimes be difficult to identify, we are committed to maintaining processes to connect with individuals across our value chain and maximise opportunities for individuals at risk to identify and escalate concerns.

We are committed to maintaining grievance and whistleblower mechanisms for stakeholders to safely, confidently and anonymously raise concerns about potential human rights impacts in our operations and in the operations of our supply chain.

We understand that best practice engagement involves proactive efforts that go beyond grievance and whistleblower mechanisms. We will use best endeavours to engage our own employees, our suppliers, and other workers in our supply chain to better understand potential human rights impacts and increase awareness of human rights obligations.

We will monitor supplier performance in identifying and addressing human rights concerns, with the view to tracking the effectiveness of our own approach to managing human rights risks over time. Our performance in identifying and managing human rights risks in our value chain will be reported to the Board Environmental, Social and Governance Committee, and included in relevant public disclosures.

We will take appropriate action to cease or prevent adverse human rights impacts that we have identified or that have been brought to our attention. The appropriate action will depend on whether we have caused the impact, contributed to the impact, or are linked to the impact through our business relationships. In all cases, our focus will be on mitigating the risk to the individual(s) experiencing the impact and using our leverage to foster continuous improvement.

We will collaborate with industry peers and other businesses in our value chain to formulate common approaches to managing human rights issues, as well as sharing data and learnings where appropriate.

## 6. Public reporting

We report annually on our activities regarding human rights within our Sustainability Performance Pack, published on our website as part of our annual reporting suite.

We will publicly disclose identified modern slavery activities as required under the Australian *Modern Slavery Act 2018* and as per our commitments as a signatory to the United Nations Global Compact.

This policy is subject to review and approval by the Dexus Board.

### Document Control Log

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