



# HUMAN RIGHTS POLICY

POLICY ADOPTED OCTOBER 2019



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### INTRODUCTION

WSP Australia is committed to maintaining the highest standards of ethics and integrity throughout its business practices and relationships.

WSP Australia has a zero-tolerance policy in relation to any form of slavery, servitude, forced or compulsory labour, or human trafficking (“Modern Slavery”), and is committed to doing its utmost to implement and enforce systems and controls to ensure these violations of fundamental human rights are not occurring in our own business or within our supply chain.

Accordingly, WSP Australia expects our sub-consultants, sub-contractors, vendors, suppliers and their employees, business partners, agents and others working on their behalf (“Third Parties”) to conduct their business lawfully and in full compliance with the principles set out in this Human Rights Policy and within our Code of Conduct and our Working With Third Parties Policy.

### REPORTING VIOLATIONS

Third Parties should report, and act to correct where possible, any actual or suspected instances of Modern Slavery in a timely manner to WSP Australia. Suspicions may also be reported confidentially using WSP Australia’s whistleblowing service, Expolink.

### APPLICATION AND COMPLIANCE

WSP Australia’s Human Rights Policy is not intended to replace any Third Party’s existing policies or those of their subsidiary businesses, but to act as an additional set of governing principles. The principles contained herein are not intended to be exhaustive nor to relieve Third Parties of their obligation to maintain the highest ethical standards under all circumstances.

A handwritten signature in black ink, appearing to read 'Guy Templeton', written over a white background.

**Guy Templeton**

**President and CEO, WSP Australia**

Issued October 2019