

Human Rights Policy

Iwatani Australia and its subsidiaries, known as Doral, is committed to upholding the fundamental rights of our employees, the communities in which we operate, those within our supply chain and other stakeholders who may be impacted by our business activities and operations.

Our business conduct is informed by the UN Guiding Principles on Business and Human Rights.

This Policy provides the basis of Doral's human rights approach and is supported by Doral's other relevant policies including Supplier Code of Conduct, Safety, Health, Environment and Community Policy, Indigenous Communities Policy and People and Employment Policy.

Our commitment:

- Promote a workplace culture that encourages responsible business practices to uphold fundamental human rights in our business activities
- Oppose all forms of modern slavery including forced labour, child labour, bonded labour or human trafficking in our operations or supply chain
- Promote a diverse, inclusive and safe workplace where our people can undertake their duties free from discrimination and harassment
- Taking steps to identify, prevent and mitigate potential adverse human rights impacts for our existing and proposed operations
- Proactively engage with stakeholders in the communities where we operate and provide an accessible complaints and feedback mechanism for a timely resolution
- Ensure suppliers comply with Doral's Supplier Code of Conduct and work with those Suppliers to uphold the Company's commitment to human rights
- Work to resolve breaches and non-compliance of this Policy.

Accountability

Managers are responsible for promoting and applying this Policy. Responsibility for the effective application of this policy rests with all Doral employees and contractors.

Kan Ueda
Managing Director