



Lion Human Rights Policy

Our purpose, *making the moment mean more*, reflects our belief that business can be a force for good - creating an enduring, positive, and authentic impact on the environment and society. This includes respecting the human rights of people within our operations and across our value chain, which is defined as product development, procurement of raw materials through to the manufacture, responsible marketing, and sale of our products.

We recognise the importance of understanding our human rights risks from the perspective of those affected, and we acknowledge that there are ways that our operations and value chain could cause, contributeⁱ or be directly linkedⁱⁱ to adverse human rights outcomes.

This Human Rights Policy sets out our human rights commitments across our global organisations. We are committed to respecting human rights as set out in the International Bill of Human Rightsⁱⁱⁱ and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work^{iv}, as reflected in Australian law. We also support the United Nations Guiding Principles on Business and Human Rights^v and are a signatory to the United Nations Global Compact.

We exercise this commitment by:

1. Complying with local laws and regulations wherever we operate. Where national law and international human rights standards differ, we will seek ways to respect international human rights to the greatest extent possible.
2. Maintaining a robust governance framework overseen by the Lion Board.
3. Providing a fair, inclusive, safe and healthy working environment for Lion employees and contractors that is free from discrimination, harassment and bullying.
4. Not tolerating or supporting the use of child labour, forced or compulsory labour or other forms of Modern Slavery^{vi}.
5. Respecting employees' rights to freedom of association and collective bargaining in accordance with local laws.
6. Committing to product safety and the responsible development and marketing of our products as outlined in Lion's Supplier Quality Expectations and Responsible Marketing Policy.
7. Minimising our environmental impact including managing water resources.
8. Respecting the human rights of Indigenous Peoples, specifically the right to self-determination; free, prior and informed consent; rights to lands, territories and resources.
9. Committing to ongoing due diligence to identify, prevent, mitigate and address human rights risks and impacts in our operations and value chain.
10. Committing to maintaining an accessible and effective grievance mechanism for the reporting of human rights concerns. See the Lion Whistleblower Policy for details. Where it is identified that we have caused, contributed or been directly linked to an adverse human rights impact, we will provide for or cooperate in its remediation.
11. Committing to track the effectiveness of our human rights policies and processes and to engaging with relevant stakeholders to continuously improve our approach to human rights.

12. Communicating this Policy to employees, suppliers and other business partners through appropriate contractual arrangements.
13. Providing appropriate training to employees to build their understanding and support the implementation of the Policy.

Scope & Breach of Policy

This Policy applies to all employees of Australian, New Zealand and United States Lion business units and should be read in conjunction with Lion and NBB Codes of Conduct. Failure to comply may result in disciplinary action up to and including dismissal.

We expect that our business partners adhere to this Policy. Through appropriate contractual arrangements, procurement principles and the Responsible Sourcing Code, we make our consultants, agents, contractors, and suppliers aware of and expect their compliance with our human rights commitments. Where we become aware of human rights breaches in our supply chain, we seek to work with our suppliers to ensure the issue is remediated for affected parties. If a supplier is unable or unwilling to comply with the Code, Lion reserves the right to exercise its rights under the relevant contractual arrangement which may include cessation of supply or termination of the agreement where compliance is not rectified.

Enquiries related to the Policy

For internal enquiries related to this Policy please contact Lion Sustainability Leader, currently Rebecca Loch.

For external enquiries related to this Policy, please contact us at <https://lionco.com/contact-us/enquires/>

Sam Fischer
Chief Executive Officer

ⁱ Contribution refers to a situation where the company's actions or omissions are so significant that the adverse human rights impact would not have happened (or would not have happened to the same extent) without them. Examples of contribution include where a company has facilitated, enabled, encouraged or exacerbated a third party to cause an impact.

ⁱⁱ Direct linkage refers to a situation where a human rights impact is directly linked to a company's operations, products or services by a business relationship (even where they have not contributed to the impact) –for example, where a product purchased by a company has been manufactured using exploited labour (even multiple tiers down the supply chain).

ⁱⁱⁱ The International Bill of Human Rights consists of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenants on Economic, Social and Cultural Rights. It is widely regarded as the fundamental human rights framework in the international community.

^{iv} The ILO Declaration includes the principles concerning fundamental rights as enshrined in the eight core conventions, namely, freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

^v The United Nations Guiding Principles on Business and Human Rights, endorsed by the United Nations Human Rights Council in 2011, are the authoritative global standard for Governments and business to prevent and address the risk of adverse impact on human rights linked to business activity.

^{vi} Modern Slavery is a crime and a violation of human rights. It describes serious exploitation and takes various forms including human trafficking, forced marriage, forced labour, servitude, slavery, debt bondage and the worst forms of child labour. Although practices like substandard working conditions are not considered Modern Slavery, Lion recognises that such practices are also harmful and may be present in some situations of modern slavery