

## Human Rights Policy

According to UNGP 17, in order to identify, prevent, mitigate and account for how they address their adverse human rights impacts, business enterprises should carry out human rights due diligence. The process should include assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses and communicating how impacts are addressed. The due diligence process should cover human rights impacts which the business may cause or contribute to through its own activities, or which may be directly linked to its operations, products or services by its business relationships.

## POLICY STATEMENT

Optimas respects and supports the dignity, well-being and human rights of our employees, the workers in our extended supply chain, the communities in which we live and those affected by our operations. We believe everyone's entitled to basic rights and freedoms, whoever they are and wherever they live.

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## 1. Background

Human Rights are internationally recognised. At a minimum, these rights are expressed in the International Bill of Human Rights and the principles concerning fundamental rights are set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Human rights are fundamental principles which allow an individual to lead a dignified and independent life, free from abuse and violations. These basic rights include freedom of speech, privacy, health, life, liberty and security, as well as access to clean water and sanitation and an adequate standard of living. We live in an increasingly globalised society and the upholding of these rights remains as important as ever in today's complex and uncertain world. Some human rights violations, such as modern slavery, are serious crimes where some of the most vulnerable people in society are exploited for criminal gain.

At Optimas we respect Human Rights globally. As both employer and buyer, our business was founded on the understanding that we are only as strong as the communities in which we trade. We strive to be a fair partner, paying a fair price to suppliers, supporting local communities and ensuring good working conditions for everyone working in our business and supply chains. This principle is still at the heart of how we do business today.

## 2. Our People

At Optimas, we are committed to creating a safe, equal and diverse workplace with fair terms and conditions for all our employees. We believe we have a responsibility to create a culture and working conditions that help our people to achieve their full potential. We provide our people with information, guidance, training and equipment to carry out their duties safely. The mental wellbeing of our people is just as important as their physical safety.

Our health, safety and wellbeing policies are embedded across our business, supported by strong governance and senior executive accountability, which helps our Board and Executive Committee meet their responsibilities on these issues. We believe in diversity and inclusion for everyone.

## 3. Our Commitment

Optimas is committed to respecting internationally recognised human rights in line with the principles and guidance contained in the United Nations (UN) Guiding Principles on Business and Human Rights. Our Human Rights Policy is informed by the International Bill of Human Rights, International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work, the Children's Rights and Business Principles and UN Women's Empowerment Principles. We recognise that while countries have a duty to protect human rights, companies have a responsibility to respect human rights. This means acting with due diligence to avoid infringing on the rights of others and addressing the adverse impact of our global operations.

We believe respecting human rights is of growing importance to our employees, workers, shareholders, investors, customers, the communities where we operate and civil society groups.

There is both a business and a moral case for ensuring that human rights are upheld across our operations and supply chain. As part of this commitment, Optimas does not tolerate threats, intimidation, physical or legal attacks against human rights defenders, including those exercising their rights to freedom of expression, association, peaceful assembly and protest against our global operations.

Optimas has policies and processes in place to identify, prevent and mitigate human rights risks, including the risk of modern slavery, and remediate any adverse impact our global operations have caused or contributed to.

Optimas, through appropriate contractual arrangements and our sourcing principles, make our suppliers (those with whom we have a direct contract for goods or services) aware of and expect their compliance with, our human rights commitments.

#### **4. Our Operations**

Optimas' vision is to help society live within the constraints of our planet's resources through our products and people. However, we recognise that our operations can affect the natural environment, and people. As a company, our most significant environmental impact is the amount of energy we consume, together with its associated carbon emissions, which are a key contributor to climate change. Our customer solutions, policies and supporting processes help us to minimise our impact on the environment. This includes monitoring risks, research and industry best practice and installing and maintaining equipment to the appropriate national and international regulations, recommendations, and safety standards.

#### **5. Compliance - - Our ethics code – THREAD**

Our code sets out the standards we expect of employees and people who work on our behalf, including in relation to human rights. We use the UN Guiding Principles on Business and Human Rights to guide our detailed approach. They say that companies must avoid infringing the rights of others and provide an effective remedy for their impacts or contributions. Everyone who works for Optimas is expected to comply with this policy in their work.

Our Modern Slavery Statement says what we do to prevent slavery and human trafficking in our business and supply chain. Modern slavery includes human trafficking, slavery, servitude and forced or compulsory labour. This kind of labour is never acceptable in our own operations nor those who work with us or on our behalf. And neither is child labour. No one should be deprived of their identity documents, nor have to pay to work with us. We only want to work with people who choose to work freely, with rights to equal opportunity, freedom of association and collective bargaining.

Our suppliers and our partners are also expected to have noted our commitments and to have established similar arrangements to respect these and to uphold human rights. Working with our suppliers, we support a collaborative approach to responsible sourcing which follow all applicable laws and is guided by the OECD Due Diligence Guidance for Responsible Mineral Supply Chains.

Optimas is committed to provide continuous training to all its employees. On Human Rights we have currently trained 100% of our workforce in 2025 and by the end of 2026, 100% of all employees regardless of role will have been trained again,, to cover all new hires across all regions. Annual H&S training is provided to all employees internally & Labour Rights Training is also provided, with 100% of all employees to have an annual review.

Optimas performs, annually, Career Development reviews with a 100% target, plus a target of an average of 10 hours of training per employee by end of 2026.

## **6. Our Responsibilities**

We will not tolerate, nor will we condone, abuse of human rights within any part of our business or supply chains, and we will take seriously any allegations that human rights are not properly respected. We place importance on the provision of effective remedy wherever human rights impacts occur through company-based grievance mechanisms. We are committed to building awareness and knowledge of our employees and suppliers on human rights encouraging them to speak up, without retribution, about any concerns they may have.

To ensure that human rights abuses do not occur in any part of our business or our supply chains, we all have a duty to raise any concerns we might have. Our colleagues and suppliers are responsible for ensuring that they understand our commitments in relation to Human Rights as set out in this policy, and for speaking up about any concerns that they might have.

## **7. Reporting and Queries**

Concerns can be raised directly through line management for employees, or through the Hotline. For anonymous complaints, the Hotline can also be used. We have a public grievance policy and other related policies available on our internal website.