

SWCA HUMAN RIGHTS POLICY

SWCA's policy is based on internationally recognized human rights in the International Bill of Rights and the International Labor Organization's Declaration of Fundamental Principles and Rights at Work. In 2023, we became signatories of the United Nations Global Compact, aligning us with the established principles in areas of human rights, labor, environment, and anti-corruption.

SWCA's Code of Business Ethics and Conduct helps ensure that expectations around human rights, health and safety, and discrimination and harassment, are clear to employees and embedded throughout the organization.

SCOPE

SWCA expects that all employees, suppliers, subcontractors, and stakeholders respect human rights in accordance with this Policy. This extends to all third parties associated with SWCA.

POLICY

SWCA is committed to respecting the fundamental human rights of those we employ, our suppliers, our clients, and community stakeholders in the places where we live and work. Our Policy addresses the following:

- **Harassment and discrimination:** We do not tolerate discrimination or harassment by anyone, including executives, managers, supervisors, peers, vendors, clients, subcontractors, or any visitors of SWCA.
- **Diversity:** We understand the importance and value of diversity in the workplace and help advance it.
- **Equal employment opportunities:** We recruit, hire and promote ethically and provide equal employment opportunities for all.
- **Safe and healthy work environment:** We work to create a safe and healthy working environment and encourage our employees to lead by example when it comes to safety.
- **Human trafficking and labor:** We prohibit any forced, trafficked, or child labor and any form of modern slavery.
- **Freedom of association and collective bargaining:** We recognize workers' rights to freedom of association and collective bargaining.
- **Working conditions:** We meet or exceed all applicable local wage and compensation laws, providing employees with fair wages and benefits.