

Human Rights Policy

This policy, and the implementation of it, is a work in progress and will be reviewed annually by the Board. It represents our current best thinking and as a minimum, is in line with the rights set out in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Our Commitment

Enspire Solutions ("**Enspire**") is committed to respecting human rights. We expect high standards of human rights performance across our organisation and supply chain. Enspire values acting with integrity and courage and fostering an ethical culture where everyone embraces a sense of responsibility for doing the right thing in the right way. Respecting human rights across our business activities helps to uphold Enspire's core vision to "*Improve the quality and life experiences of our team, our clients and the people that live in the communities we create*".

We make this commitment because it is the right thing to do.

Our approach is inclusive of the internationally recognised human rights set out in the United Nations Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the eight International Labour Organisation (ILO) fundamental conventions encompassed by the Declaration on Fundamental Principles and Rights at Work. It includes a commitment to work to ensure that there is no modern slavery in our operations and supply chain.

Scope

This policy, and the expectations set out within, apply to:

- Enspire's Board of Directors;
- Clients Enspire partner with;
- Consultants Enspire engage; and
- Persons of and seeking employment.

We do not tolerate retaliation against human rights. In the case of the above not respecting human rights to the expectations set out in this policy, Enspire commits to undertaking an immediate investigation to determine a suitable course of action. For Enspire's direct employees, the consequences of breaching this policy will include disciplinary action up to and including termination of employment.

In so far as this policy imposes any obligations on Enspire, those obligations are not contractual and do not give rise to any contractual rights. To the extent that this policy describes benefits and entitlements for employees, they are discretionary in nature and are also not intended to be contractual. The terms and conditions of employment that are intended to be contractual are set out in your written employment contract.

Enspire may unilaterally introduce, vary, remove or replace this policy at any time.

Human Rights in Australia

Enspire operates wholly within Australia, a country that values its protection of human rights. However, that record is not perfect. Some people are denied their basic rights, because of their colour, their race, their sex, sexuality a disability or some other aspect of who they are. Australia's democratic government, judicial independence and high standards of governance, with legislative regimes relating to human rights including labour standards, privacy and non-discrimination, aim to prevent human rights violations.

Even so, Enspire recognises that human rights violations do occur in Australia and that some groups are particularly vulnerable to human rights abuses. They include: Aboriginal and Torres Strait Islander people, asylum seekers, migrants from non-English speaking backgrounds, those living in poverty, people with a disability, and other groups.

To provide context, some relevant statistics are included below.



Source: Face the Facts, Australia Human Rights Commission (2014)

Human Rights and Enspire

Enspire policies that reflect and support our commitment to respecting and promoting human rights include:

- Code of Conduct
- Diversity and Inclusion Policy
- Anti-bullying and Harassment Policy
- Equal Opportunity and Anti-Discrimination Policy
- Flexible Working Policy
- Work Health and Safety Policy

Our Focus

Internationally recognised human rights, as set out in the UN Universal Declaration of Human Rights, can be summarised as the basic rights that form the foundation for freedom, justice and peace, which apply equally and universally in all countries. On 16 June 2011, the United Nations Human Rights Council endorsed the Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy Framework' (the Guiding Principles). The 30 principles include 15 that relate to businesses, rather than governments.

In following the Guiding Principles, Enspire:

1. Undertake to avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts when they occur; and
2. Seek to prevent or mitigate adverse human rights impacts that are directly related to our operations or services.

Enspire aim to act as a role model for the small and medium business community. One aspect of this is ethical conduct, which includes aspiring to the principles of the UN Global Compact, including:

- Follow high standards of ethical conduct around the world;
- Work with clients, suppliers, and subcontractors that live up to Enspire's core ethical standards;
- Act lawfully, ethically, and in the public interest; and
- Champion an inclusive and collaborative culture that is free from bullying, discrimination, and harassment, where everyone is treated with respect and dignity.

Labour Rights

Enspire is committed to continuously striving to ensure that there is no modern slavery and labour related harm from our operations and supply chain. Enspire is committed to the following principles:

- No child labour or forced labour is used, and that employment is freely chosen;
- Workers have fair wages and employment agreements;
- Work hours do not exceed the maximum limit set by relevant legislation;
- All workers are free to exercise their right to form and/or join trade unions and to bargain collectively;
- Workers experience fair and equal treatment and access to opportunity, and enjoy a work environment that is free of discrimination, harassment, intimidation, or coercion relating directly or indirectly to the protected attributes set out under discrimination below;
- All workers' health and safety is protected in the workplace; and
- Workers have access to fair procedures and remedies.

Discrimination

Enspire is committed to inclusion and diversity, focusing on shared values, experiences, and aspirations. Our Board is accountable for promoting diversity and inclusiveness. We are committed to respecting each other and drawing strength from our differences.

We do not condone discrimination on the basis of protected attributes including, race, religion, national or ethnic origin, citizenship status, political opinion, age, marital or relationship status, carer responsibilities, sex, sexual orientation, gender identity, intersex status, pregnancy, parental status, breastfeeding, disability, veteran status, trade union activity or other legally protected status.

Enspire is committed to creating a culture, workplace and relationships with our stakeholders where people feel like they belong. This includes continuing to improve the representation of people from diverse backgrounds across our business and working to ensure our people feel supported.

Refer to Enspire's Diversity and Inclusion Policy.

Policy Compliance

The Enspire Board will ensure that all employees undertake regular (at least annual) compliance training in relation to Human Rights.

Other Policies

Employees and staff are encouraged to read this policy in conjunction with other relevant Company policies, including:

- Code of Conduct
- Diversity and Inclusion Policy
- Anti-bullying and Harassment Policy
- Equal Opportunity and Anti-Discrimination Policy
- Flexible Working Policy
- Work Health and Safety Policy

Contacts for Questions

For further information, contact Enspire on 02 9922 6135 or at enspireme@enspiresolutions.com.au.