



Human Rights Policy

Respect for human rights is at the core of our culture of integrity and mutual respect.

Our human rights policies and directives are integrated within our Code of Business Conduct and Ethics, our core values and our environmental, social and governance strategies, commitments, practices and key initiatives and those of our manager. These policies are designed to:

- Promote a culture of mutual respect for people, communities and our planet
- Promote a commitment to respect human rights standards
- Comply with applicable laws and regulations regarding the protection of human rights
- Provide safe and healthy workplaces, compliant with all applicable health and safety laws, regulation and internal directives
- Sustain and safeguard spaces free of violence, harassment, intimidation and other unsafe or disruptive conditions
- Prohibit the use of involuntary and/or child labor
- Promote diversity, equity and inclusion
- Promote freedom of association
- Encourage a commitment to respecting the privacy of individuals
- Promote respect for the communities in which we operate