

# Human Rights Policy

## Purpose

Investa recognises that all human beings are born free and equal in dignity and rights.

This Human Rights Policy reaffirms Investa's commitment to respect human rights and contribute to ending all forms of modern slavery. It provides a basis for embedding our responsibility to respect human rights across Investa's business functions.

## Context

Investa is proud of our history of advocating for an inclusive, equitable society across a wide range of social issues. Human rights are fundamental to our commitment to being open and ethical in our dealings and vital to our vision to create Australia's most valued working places and communities.

We recognise that non-discrimination based on protected qualities is essential to the enjoyment of human rights and freedoms - this includes freedom from discrimination based on ethnicity, religion, sexual orientation, disability, political opinion, pregnancy, social origin, and other statuses.

Investa recognises that all businesses may be exposed to modern slavery practices in their operations and supply chains. There is an urgent need to mature approaches to identifying and managing modern slavery risk across global supply chains such as ours. We recognise the effort needed to deliver on all the commitments of this policy across our operations.

The International Labour Organization estimates that there are over 40 million victims in situations of global slavery.

## Definition

Modern slavery describes situations where coercion, threats, or deception are used to exploit individuals and undermine or deprive them of their freedom. Modern slavery is a violation of human rights.

Modern slavery issues relevant to the property sector include forced and unpaid labour, debt bondage, and servitude. In addition to the international governance references identified below, we refer to definitions of Modern Slavery issues identified in the *Modern Slavery Act 2018 (Cth)*.

## External Governance

This policy supports the intent of the following:

- The Universal Declaration of Human Rights
- The International Labour Organization Labour Standards (ILO) Declaration on Fundamental Principles and Rights at Work
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights
- Labour Principles of the United Nations Global Compact, and
- other universal human rights instruments relevant to modern slavery including conventions, declarations, treaties, and protocols as referenced by the Office of the United Nations High Commissioner for Human Rights (OHCHR).

This policy is consistent with Investa's compliance with laws relevant to human rights, including the *Modern Slavery Act 2018 (Cth)*

## Our Commitment and Approach

We commit to respecting all human rights enshrined in the Universal Declaration of Human Rights.

We commit to respecting human rights to the highest standard possible where national and international standards differ.

We are committed to enhancing our capability to identify, track and manage modern slavery risks in our operations and supply chains, including the continual improvement of due diligence processes per the United Nations Guidance Principles on Business and Human Rights.

We will not tolerate retaliation against advocates or defenders of human rights seeking to protect rights and fundamental freedoms on behalf of others.

The United Nations Guidance Principles on Business and Human Rights guide the implementation of our policy commitments, including embedding the identification and management of Modern Slavery risks in our existing due diligence and procurement processes, assessing actual and potential human rights impacts, responses to findings, and communication of remedies.

## Supply Chain and Operations

We will collaborate with industry partners, suppliers, and service providers on further enhancing our approach to supply chain mapping and risk assessment, training, and managing risks within our operations and supply chains, including contractual obligations on suppliers where appropriate.

Where existing policies cover aspects of Modern Slavery, policy owners will review existing modern slavery commitments and enhance commitments where appropriate.

## Staff communications, engagement, and training

Investa will train our employees to enhance their understanding of this Human Rights Policy, their ability to operationalise this policy, and the causes and humanitarian impact of modern Slavery.

## Internal Governance

Our Internal Governance Framework for this policy is outlined in Investa's Sustainable Responsible Investment Policy (SRI)

## Associated Policies and Protocols:

These policies can all be found on the Investa website under [Governance](#).

- Grievance Handling Policy Whistleblower Policy
- Diversity and Inclusion Policy
- Equal Employment Opportunity Policy
- Work Health and Safety Policy

## Policy Information

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**Date Created:** 6 May 2021

**Date Last Reviewed:** First Version

**Next review:** Prior to 30 June 2022