

Human Rights Policy

Purpose

Tetra Corp is committed to respecting and promoting human rights in all aspects of its operations. This Human Rights Policy outlines our commitment to uphold the dignity, freedom, and equality of all individuals, in line with Australian and international human rights standards. Our policy applies to all employees, contractors, suppliers, and business partners.

1. Commitment to Human Rights

- Tetra Corp is dedicated to promoting and protecting human rights as outlined in the Universal Declaration of Human Rights, the Australian Human Rights Commission Act 1986, and other relevant laws and conventions.
- We strive to ensure that our business operations do not contribute to human rights abuses, and we are committed to acting against any form of exploitation, discrimination, or mistreatment.

2. Fair Employment Practices

- We provide fair and equal employment opportunities to all individuals, regardless of race, gender, age, religion, sexual orientation, disability, or any other characteristic protected by law.
- We are committed to providing a safe and healthy work environment that is free from discrimination, harassment, and bullying.
- We support fair wages, reasonable working hours, and the right to rest and leisure, in compliance with Australian labour laws.

3. Freedom of Association and Collective Bargaining

- Tetra Corp recognizes and respects the rights of employees to join or form trade unions and engage in collective bargaining.
- We believe in maintaining open and constructive dialogue with employees and their representatives to address any concerns or issues.

4. Health, Safety, and Well-Being

- The safety and well-being of our employees are paramount. We are committed to ensuring a workplace that adheres to the highest standards of health and safety.
- Employees are provided with the necessary training, resources, and support to perform their duties safely and responsibly.

5. Prohibition of Forced Labor and Child Labor

- Tetra Corp has zero tolerance for any form of forced labour, human trafficking, or child labour. We ensure that all work is undertaken voluntarily, without any form of coercion or exploitation.
- We comply with the Australian Modern Slavery Act 2018 and take proactive steps to ensure that our supply chains are free from modern slavery practices.

6. Respect for Indigenous Rights

- Tetra Corp acknowledges and respects the rights of Indigenous peoples, including their cultural heritage, traditions, and connection to land.
- We are committed to engaging with Indigenous communities in a respectful and collaborative manner, and we strive to provide opportunities for Indigenous employment and business partnerships.

7. Supplier and Business Partner Expectations

- We expect our suppliers and business partners to share our commitment to human rights. We require them to adhere to similar standards and take action to prevent human rights violations within their own operations and supply chains.
- We actively monitor our supply chain and collaborate with our partners to promote ethical and responsible practices.

8. Grievance Mechanism

- Tetra Corp provides a grievance mechanism for employees, contractors, and other stakeholders to raise concerns or report any human rights violations.
- We are committed to investigating all complaints thoroughly and ensuring that appropriate corrective actions are taken. Retaliation against individuals who raise concerns in good faith is strictly prohibited.

9. Continuous Improvement

- We are committed to continuously improving our human rights practices and regularly reviewing our policies to ensure they align with evolving legal and ethical standards.
- Tetra Corp engages in ongoing training and education to raise awareness of human rights issues among our employees and partners.

Acknowledgment

Tetra Corp acknowledges the importance of human rights and pledges to uphold these principles in all business operations. By working with us, employees, contractors, and partners agree to respect and promote human rights in their respective roles.