
SLR GROUP GLOBAL HUMAN RIGHTS POLICY

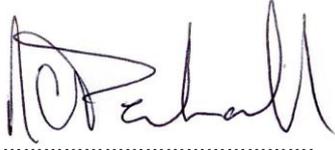
The SLR Group is one of the world's leading global environmental and advisory consultancies and is committed to conducting its business at all times in a manner which respects the dignity and human rights of all of its interested parties, including its staff, its clients, its supply chain and members of the communities in which it operates.

This Policy is guided by international principles particularly those encompassed in the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

We are committed to:

- Communicating this Policy to all our staff
- Treating all people with whom we interact with respect and dignity, and in accordance with principles set out in the United Nations Declaration on Human Rights.
- Fostering a working environment which promotes inclusion and diversity and is free of harassment and discrimination, as described in SLR's Group Human Resources Policy.
- Recruiting ethically and without discrimination and compensating staff fairly in accordance with SLR's Group Human Resources Policy.
- Promoting the Health, Safety and Welfare of our staff and supply chain in accordance with SLR's Group Health and Safety Policy
- Recognising that slavery and human trafficking can occur in many forms, and preventing such practices from occurring within our business, complying with relevant legislation in the countries in which we operate or the UK Modern Slavery Act 2015 where no such legislation exists.
- Taking a zero-tolerance approach to Bribery and Corruption, in accordance with SLR's Business Conduct policy, recognising the impact these can have on Human Rights within society.
- Protecting the privacy of personal information we use and hold in accordance with SLR's Group Data Protection Policy and Privacy Notice
- Taking steps to ensure that, as far as is reasonably practicable, our supply chain members (including contractors/sub-contractors, consultants/sub-consultants, suppliers and agents) are treated fairly and act in accordance with the principles described in this Policy.
- Reviewing our clients and project opportunities and refusing such opportunities if they would risk causing adverse human rights impacts or lead to complicity in human rights abuses.
- Encouraging our employees, suppliers, and other interested parties to report suspected violations of this Policy (ensuring no retaliation or reprisal against any individual or organisation for having done so) and providing means to effect appropriate remedies.
- Providing mechanisms by which employees can report any suspected violations of this Policy as described in the SLR Group Whistleblowing Policy and Guidance.

The Group Management Executive is responsible for monitoring and reviewing the implementation and effectiveness of this policy (and associated policies and procedures). This will be done at least on an annual basis or upon any changes in relevant legislation.

A handwritten signature in black ink, appearing to read 'Neil Penhall'. The signature is fluid and cursive, with a large initial 'N' and 'P'.

Neil Penhall

Chief Executive Officer

SLR Global Ltd

January 2021