

WAICA Re Group Human Rights, Labour Practices and Workplace Conduct Statement

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Public Statement

Our Commitment

WAICA Re is committed to respecting internationally recognised human rights, promoting fair labour practices and maintaining a workplace founded on dignity, respect, diversity, inclusion and equal opportunity. We believe that our people are central to our long-term success and that responsible employment practices contribute to organisational resilience, stakeholder trust and sustainable value creation.

This commitment applies across our operations and extends to our relationships with contractors, suppliers, service providers, business partners and other stakeholders with whom we conduct business.

Human Rights Commitment

WAICA Re supports internationally recognised human rights principles and is committed to conducting its business in a manner that respects and promotes fundamental human rights.

The Group is committed to preventing and addressing:

- Human trafficking.
- Modern slavery.
- Forced or compulsory labour.
- Child labour.
- Discrimination of any form.
- Harassment, abuse and intimidation.
- Retaliation against employees or stakeholders who raise concerns in good faith.

WAICA Re also supports and respects:

- Freedom of association.
- The right to collective bargaining in accordance with applicable laws.
- Equal opportunity and fair treatment.
- Safe and healthy working conditions.
- Human dignity and respect.
- Diversity, equity and inclusion.

- Protection of vulnerable groups.

The Group seeks to identify, prevent, mitigate and address actual or potential human rights impacts that may arise through its operations, supply chain, business relationships and investment activities.

Labour Practices Commitment

WAICA Re is committed to responsible labour practices that promote employee welfare, organisational resilience and sustainable workforce development.

Fair Compensation and Living Wages

WAICA Re seeks to provide fair and competitive remuneration that reflects responsibilities, qualifications, experience, performance and market conditions. Compensation practices are designed to support employee well-being and sustainable livelihoods while remaining aligned with applicable laws and business sustainability objectives.

Equal Pay for Comparable Work

The Group is committed to equal remuneration principles. Employment and remuneration decisions are based on objective criteria including role requirements, competence, qualifications, experience and performance, rather than gender or other unrelated personal characteristics.

Working Hours and Overtime Management

WAICA Re maintains normal working hours of **eight (8) hours per day and forty (40) hours per week**, excluding a **one-hour lunch break**. The Group promotes healthy working practices and work-life balance and seeks to avoid excessive working hours. Overtime requirements are managed in accordance with applicable employment terms and legal requirements, and employees are compensated in line with applicable policies and local labour laws where overtime is applicable.

Paid Leave and Employee Welfare

WAICA Re recognises the importance of rest, recovery and employee well-being. Employees are entitled to annual leave and other applicable leave benefits in accordance with employment contracts and applicable legal requirements. The Group encourages employees to utilise their leave entitlements and supports employee wellness through health and well-being programmes.

Consultation, Communication and Organisational Change

WAICA Re values employee engagement and maintains open communication channels with employees. Where significant organisational changes may affect employees, the Group seeks to

provide appropriate consultation, communication and notice periods in accordance with applicable laws, regulations and internal policies.

Non-Discrimination and Anti-Harassment

WAICA Re maintains a zero-tolerance approach to discrimination, bullying and harassment.

The Group expressly prohibits:

- Sexual harassment.
- Non-sexual harassment.
- Workplace bullying.
- Victimisation.
- Intimidation.
- Retaliation against individuals who report concerns in good faith.

Equal opportunity principles apply across:

- Recruitment and selection.
- Compensation and benefits.
- Training and development.
- Promotion and career progression.
- Performance management.
- Leadership opportunities.
- Workforce planning.

To support this commitment, WAICA Re maintains:

- Employee awareness and workplace conduct training.
- Reporting and escalation procedures for workplace concerns.
- Investigation processes for complaints.
- Confidential reporting channels.
- Appropriate corrective and disciplinary actions where misconduct is substantiated.

Human Rights Due Diligence

WAICA Re seeks to identify, assess and manage actual or potential human rights risks through its governance, sustainability, risk management and compliance processes.

The Group's due diligence approach includes:

- Identification of human rights risks in its own operations.

- Consideration of human rights risks within supplier and contractor relationships.
- Assessment of human rights risks associated with business relationships and relevant counterparties.
- Consideration of human rights issues in new business relationships where appropriate.
- Periodic review and monitoring of potential human rights impacts.
- Ongoing oversight through governance and risk management processes.

Human rights issues considered may include:

- Human trafficking.
- Forced labour.
- Child labour.
- Freedom of association.
- Collective bargaining rights.
- Discrimination.
- Workplace health and safety.
- Modern slavery.
- Equal treatment and opportunity.
- Other relevant labour and human rights concerns.

Groups Considered Within Human Rights Risk Assessments

WAICA Re recognises that different stakeholder groups may face varying levels of exposure to human rights risks.

The Group's approach may consider:

- Employees.
- Women.
- Children.
- Migrant workers.
- Contract workers.
- Third-party employees.
- Suppliers and service providers.
- Local communities.
- Vulnerable populations.
- Other stakeholders potentially affected by the Group's activities.

Human Rights Mitigation and Remediation

WAICA Re seeks to prevent, mitigate and address adverse human rights impacts through proactive management, employee engagement and continuous improvement.

The Group maintains measures that may include:

- Workplace conduct expectations and standards.
- Human rights and labour standards embedded within relevant policies.
- Whistleblowing and grievance reporting mechanisms.
- Employee consultation and communication channels.
- Diversity, equity and inclusion initiatives.
- Workplace health, safety and wellness programmes.
- Training and awareness activities.
- Compliance monitoring and internal oversight.
- Corrective action programmes.
- Investigation and resolution of complaints.
- Ongoing policy review and enhancement.

Where concerns are identified, WAICA Re seeks to investigate issues fairly, implement appropriate corrective measures and monitor remediation efforts.

Labour Practices Programmes

To support implementation of its labour and human rights commitments, WAICA Re maintains programmes and initiatives focused on employee development, engagement, well-being and organisational resilience.

These programmes may include:

Employee Development and Training

- Professional and technical training.
- Leadership development initiatives.
- Graduate development programmes.
- Continuous learning opportunities.
- Skills enhancement programmes.
- Reskilling and upskilling for technological, business and sustainability-related changes.

Employee Engagement

- Regular management communication.

- Employee engagement activities.
- Performance discussions.
- Organisational communication forums.
- Employee feedback mechanisms.

Well-being and Social Protection

- Employee wellness initiatives.
- Health screening programmes.
- Health and medical benefits, where applicable.
- Employee assistance and support programmes.
- Other employee welfare and social protection benefits consistent with relevant employment conditions.

Diversity, Equity and Inclusion

WAICA Re supports diversity, equity and inclusion initiatives designed to promote equal opportunity, representation, professional development and fair treatment throughout the employee lifecycle.

Scope of Application

This commitment applies to:

- WAICA Re employees.
- Permanent employees.
- Temporary employees.
- Fixed-term employees.
- Graduate trainees.
- Interns.
- Contractors and outsourced personnel, where applicable.
- Suppliers and service providers through relevant contractual and ethical business expectations.
- Business partners where appropriate.

Governance and Oversight

Labour practices and human rights matters are supported through WAICA Re's governance, human capital management, sustainability, risk management and compliance frameworks. With the Board having the highest level of oversight over such matters/.

The Group periodically reviews its policies, practices and programmes to ensure continued alignment with applicable laws, internationally recognised human rights principles, stakeholder expectations and evolving workplace standards.

Public Commitment

WAICA Re remains committed to respecting human rights, promoting fair labour practices, ensuring equal opportunity, preventing discrimination and harassment, supporting employee well-being and maintaining a safe, inclusive and respectful working environment.

Through these commitments, the Group seeks to protect the dignity and rights of individuals, strengthen workforce resilience, support responsible business conduct and contribute to sustainable long-term value creation for all stakeholders.