

1. Our Commitment

GenusPlus Group Ltd and its subsidiaries (**Genus or Company**) are committed to respecting and supporting the rights of all people, including its workers (employees, contractors, labour hire etc.), visitors, the communities in which it operates, those within its supply chains, and those impacted by its activities. Genus' value of **Mateship and Integrity** underpins its commitment to Human Rights.

Genus conducts business in compliance with all applicable Australian legislation and seeks to align its business practices with the *Australian Human Rights Commission Act 1986* and the *United Nations Guiding Principles on Business and Human Rights*.

The company aims to reduce any negative impacts on local and First Nations communities, and it respects their values, heritage, and connection to land, water, and the environment.

In addition, Genus strives to provide a safe and healthy work environment. It respects freedom of association, upholds the right to a fair and living wage, and aims to ensure that all workers are treated fairly and without discrimination. Genus is committed to providing access to effective grievance mechanisms and ensuring remediation where it has identified an issue.

2. Strategy

Genus will achieve its human rights commitments by:

- Engaging with stakeholders to ensure transparent communication, inclusivity, and informed participation in decision-making, while respecting diverse perspectives.
- Supporting First Nations communities through local engagement and other targeted activities.
- Integrating human rights requirements into its contracts and supplier agreements to comply with Australia's *Modern Slavery Act 2018* and other relevant legislation.
- Strengthening its due diligence processes to identify, assess, and address human rights risks across its operations and supply chains.
- Providing workers with regular training and awareness programs in relation to human rights.
- Committing to treating all workers fairly and in accordance with its Diversity Policy.
- Promoting its Whistleblower Policy and mechanisms for reporting human rights violations.

Genus' approach to human rights is further supported by its:

- Code of Conduct
- Anti-Bribery and Corruption Policy
- Modern Slavery Policy
- Diversity Policy
- Local Commitment Policy
- Equal Opportunity Employment Policy
- Indigenous Engagement Policy

3. Responsibilities

All Genus workers, suppliers, consultants, and business partners are expected to adhere to this Policy and all related procedures and guidelines.

The Audit and Risk Committee oversees human rights matters, including compliance with this Policy.

This Policy is made available publicly under the “Corporate Governance” section of Genus’ website and should be read in conjunction with our Modern Slavery Statement and Modern Slavery Policy. Genus is a reporting entity under the Modern Slavery Act 2018 (Cth).

This Policy has been approved by the Genus Board of Directors and will be reviewed regularly and updated as necessary to ensure it continues to operate effectively and supports Genus’ commitment to human rights.



David Riches
Managing Director
GenusPlus Group Ltd
Date: 09/06/2025