



HUMAN RIGHTS POLICY

1. Purpose

CAR Group Limited (“CAR Group”) recognises the role businesses must play in the protection of human rights and is committed to respecting human rights and complying with all laws in the countries in which we operate. Our approach to human rights is governed by our values and Code of Conduct.

2. Scope

This policy applies to all CAR Group employees, directors, officers and contractors working for CAR Group or any of its subsidiaries globally.

3. Our approach

CAR Group will respect and support human rights across all our operations worldwide in accordance with the Universal Declaration of Human Rights and the ten principles of the UN Global Compact. Where national law and relevant international human rights differ, we will follow the higher standard. Where there is a conflict between national law and relevant international human rights standards that would mean we would be in breach of national law, we will follow national law while seeking to respect international human rights to the greatest extent possible.

Additionally:

- We prohibit the use of all forms of forced labour, modern slavery and any form of human trafficking in our own operations and those of our suppliers.
- We prohibit the use of child labour in our own operations or those of our suppliers and will comply with the minimum age labour requirements in our countries of operation.
- CAR Group terms and conditions of employment will meet or exceed minimum legal standards in our countries of operation, and this includes offering migrant workers the



same entitlements as local employees. We seek to do business with suppliers who agree to the same.

- We respect the right of employees to join, establish or be associated with a labour or trade union or organisation without fear of reprisal, retribution, intimidation or harassment, and any local rights that they may have to collective bargaining.
- When engaging with local community stakeholders in the communities in which we operate we will do so with fairness, dignity and respect, including those from indigenous or other at-risk populations.
- We are committed to acting ethically and responsibly when it comes to the environment and conducting our business in a sustainable way.
- We strive to provide safe and healthy workplaces for all our team members and comply with applicable safety and health laws in our countries of operation.
- We are committed to creating and upholding an environment that is free from discrimination, harassment, victimisation or violence for all our employees, customers, suppliers and anyone we do business with.
- We value diversity and operate in an inclusive environment with respect and dignity for all our employees, customers, suppliers and anyone we do business with. We cover this topic in detail in CAR Group's Diversity, Equity and Inclusion Policy.
- We operate in an environment where bribery and corruption is not tolerated. We respect local anti-bribery and anti-corruption laws in the areas in which we operate and cover this topic in detail in CAR Group's Anti Bribery and Corruption Policy.
- We acknowledge that human rights due diligence is a continuous process and we have policies, training and review systems in place to further our commitment.



4. Raising concerns – *See Something? Say Something!*

At CAR Group we believe in fostering a workplace culture of open communication and transparency. We are committed to ensuring that all CAR Group team members have safe, reliable, and confidential ways of reporting suspicious activity, misconduct, or behaviour which does not align with our Code of Conduct or any other global or local workplace policy.

CAR Group's *See Something? Say Something!* policy outlines the avenues through which our team members (past and current), directors, contractors, customers, suppliers or other associates of CAR Group can raise matters, including anonymously. Matters raised under the *See Something? Say Something!* policy will be treated sensitively, and confidentiality will be maintained as much as possible within the constraints of needing to investigate the matter raised.

CAR Group's *See Something? Say Something!* policy is available on our [shareholder website](#).

Document and Version Control

Version	Date	Approval
3.0	June 2025	CAR Group Board of Directors