



# GMR HUMAN RIGHTS

## GMR Owner

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The Key Contact for this GMR is the CEO/Managing Director.

## Brief Description

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Cardno understands human rights to be universal and that every person around the world deserves to be treated with dignity and equality. These universal rights include life, health, privacy, liberty, speech, security, and an adequate standard of living.

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## 1. Purpose and Context

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**At Cardno, we are committed to operating responsibly in a way that benefits and protects the human rights of our stakeholders, including: our clients, the communities we work in, our employees, our suppliers, and our shareholders.**

- > We strive for all of our operations and activities to be performed safely, and in an ethical and non-discriminatory environment. We work to ensure our actions as a company benefit and protect our stakeholders.

## 2. Commitment

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**As a fundamental way of doing business, Cardno respects and protects the human rights of our employees, business partners and communities in which we live and work. We have aligned our policies, procedures, values and culture with internationally recognized proclamations and frameworks on human rights.**

We support and respect internationally-recognized human rights outlined in the Universal Declaration of Human Rights, International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, as stated in the UN Guiding Principles on Business and Human Rights.

To help ensure Cardno and our employees are not complicit in human rights abuses, we have embedded our human rights commitment in policies and procedures which we review and update regularly to ensure accuracy and relevance with international best practice. All Cardno personnel must commit and adhere to these policies and procedures, which are listed below:

- > **Child Protection Policy and Procedure:** Reflects a zero-tolerance approach to all forms of child exploitation and abuse including those that constitute human rights abuses.
- > **Corporate Responsibility Policy:** Reflects our commitment to behave transparently and ethically, contributing to equitable, sustainable development within our workforce and the communities in which we live and work.
- > **The Cardno Way:** Our overarching Code of Conduct Policy detailing our commitment to Cardno's four core values: Safety, Integrity, People and Excellence.
- > **Whistleblowing Policy:** Encourages all employees, customers and suppliers to report any suspicion of breach of our principles and policies without fear of retaliation. We provide a confidential helpline to protect the identity of the whistleblowers.
- > **Safeguarding Policy:** Encourages all employees, customers and suppliers to ensure they follow best practice to protect the health, safety, security and well-being of everyone who is encompassed within the scope of Cardno's business.
- > **Inclusion and Diversity Policy:** Details Cardno's ongoing commitment building and maintaining a workplace based on inclusion, equality, respect, trust and integrity which is fundamental to our inclusive culture.
- > **Due Diligence Checklist for Partner Organisations:** All subcontractors and suppliers must complete a due diligence checklist to ensure they conform to all of Cardno's policies and procedures.

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- > **Modern Slavery and Human Trafficking Statement:** Outlines our compliance with global anti-slavery legislation and our commitment to identifying and ending modern slavery and human trafficking in our operations and supply chain.

### 3. Governance

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- > This Human Rights Policy applies to all Cardno employees and programs, and its implementation and effectiveness will be reviewed on a biennial basis.