

# Human Rights Statement

BauWatch is dedicated to fostering an organizational culture that actively supports human rights. Respect for human rights is a core value of BauWatch. We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions on Labour Standards. We also adhere to all national laws and respect all internationally recognized human rights.

To ensure compliance with the principles in this Statement, BauWatch places emphasis on avoiding violations of human rights violations by all means. This Human Rights Statement applies to all companies within BauWatch and their employees. Additionally, BauWatch strives to promote the principles and values of this Statement throughout its activities, project implementations, and relations with external parties.

## Employees

BauWatch treats every employee with respect and dignity, and provides a work environment free from harassment and unlawful discrimination. The company has established a Code of Ethics and a whistleblowing system that allows employees to report violations of the Code of Ethics or this Human Rights Statement, as well as similar concerns, anonymously if desired. Additionally, a Group Compliance Officer has been appointed, and employees receive training on the Code of Ethics.

BauWatch and all its affiliated companies are committed to workplace diversity and fostering a culture of inclusion. Our staff is our greatest value and prioritize their well-being. We take into account the different possibilities and needs of employees and are valuing every single perspective to create an inclusive company culture.

The health and safety of our employees are paramount. Occupational health and safety are integral to our daily operations and are coordinated by an international QHSE (Quality, Health, Safety, Environment) organization.

## Society

We acknowledge our role within the communities where we operate. To support the effective implementation of this Human Rights Statement, BauWatch is dedicated to enhancing economic, environmental, and social conditions, aiming to positively impact the communities we serve.

We are committed to promoting healthier lives and ensuring that our services contribute meaningfully to this goal.

## **Suppliers and Partners**

Our commitment to human rights extends beyond our employees. BauWatch aims to work with suppliers who uphold the high standards of ethical business conduct. We take steps to ensure that our key suppliers understand and adhere to these standards and expect our business partners to do the same. In our supply chain, we consider all recognized human rights, with focus on the following principles:

- No Discrimination
- Decent Working Hours
- Occupational Health and Safety
- No Child Labour
- No Precarious Employment
- No Bonded Labour

## **Human Rights Officer**

This Human Rights Statement is overseen by the Board of Directors of BauWatch. However to better manage specific incidents that may arise in the future, the Board of Directors has appointed the Compliance team to take care of this and has appointed Frank van den Berg as the Human Rights Officer.

The tasks of the Human Rights Officer will include:

- Supporting the resolution of particularly difficult human rights situations within the company and our supply chain;
- Receiving reports, proposals and ideas for change in this area;
- Supporting other people in the company who are responsible for human rights;
- Communication of human rights related topics;
- Updating this Human Rights Statement.

## **Reporting**

We have established a company-internal complaints procedure to enable reporting. This policy is available for all stakeholders internally and externally.

Latest version: September 11<sup>th</sup>, 2024