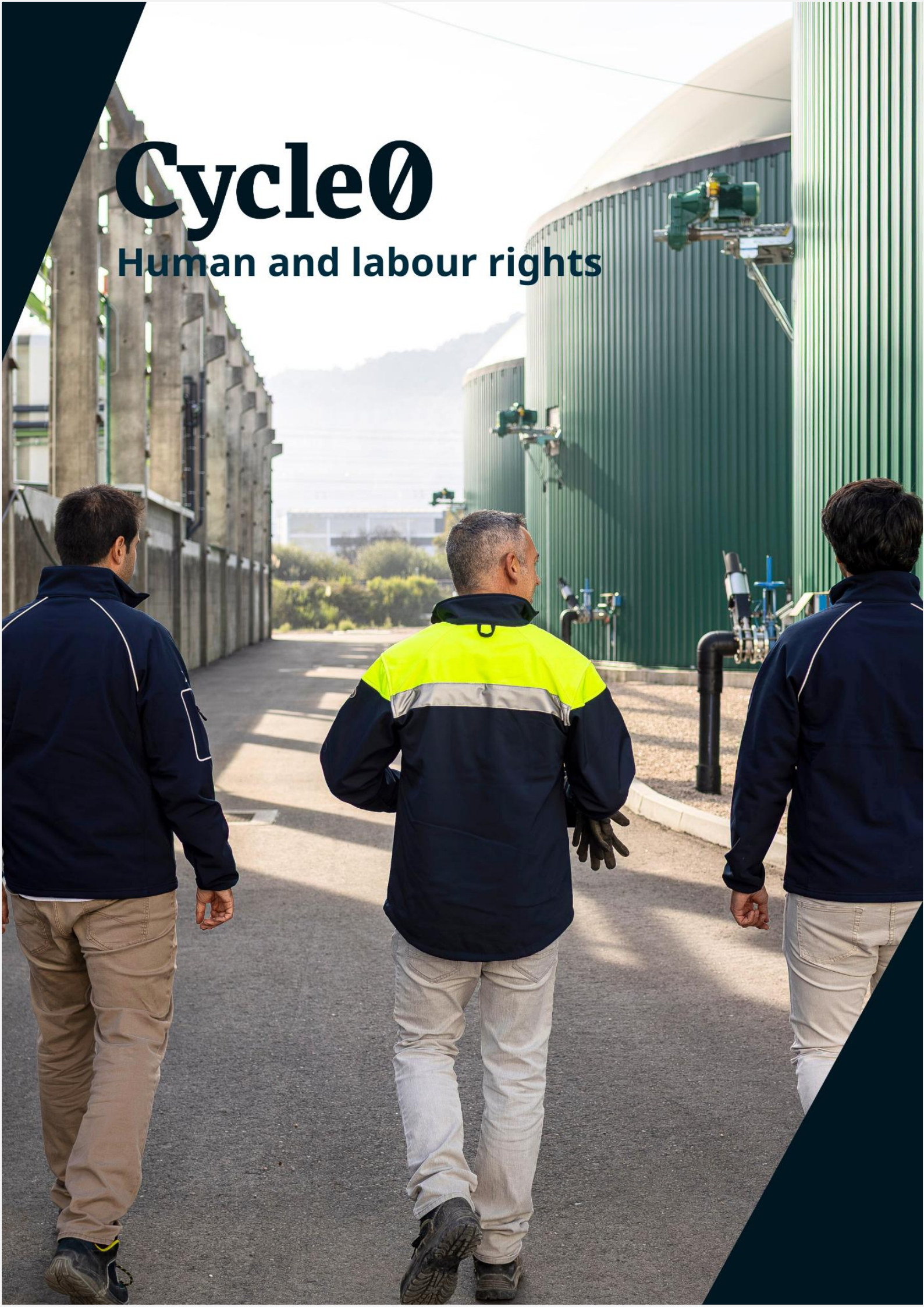
Cycle0

Human and labour rights



Purpose

Conducting our activities in a way that respects human rights is a business imperative. This policy formalizes Cycle0 Group's commitment to human rights and defines the principles that we apply for due diligence throughout our value chain.

Scope

This policy applies to all employees of Cycle0 Group, its subsidiaries, branches, and operating assets over which it has effective control, as well as subcontractors working on our behalf.

Our Commitments

- As employers, we are responsible for ensuring that the working environment is safe and healthy.
- We reject all forms of slavery, forced labour, child labour and violations of human rights.
- We have a zero-tolerance approach to discrimination, harassment, and bullying.
- We respect our employees' right to freedom of association.
- We promote a culture of respect for human rights and have mechanisms in place for reporting possible breaches.

Our Framework

In addition to this policy, the following documents also form part of our company's integrated framework on respect for human rights:

- Health & Safety policy
- Equality, Diversity & Inclusion policy
- Sustainable Procurement policy
- Supplier Code of Conduct

Evaluation

The People & Environment department is responsible for the implementation and monitoring of the policy objectives, which form part of our ESG Action Plan.

This policy was approved by the Board of Directors of Cycle0 on July 6th, 2023