

Human Rights Policy

THE POLICY

Brick Lane respects the dignity and human rights of our employees, customers, and the communities in which we operate and that are affected by our operations. Human rights are based on principles of dignity, equality and mutual respect, which are shared across cultures, religions and beliefs. They are about being treated fairly, treating others fairly and having the ability to make genuine choices in our daily lives.

The purpose of this Human Rights Policy (the “Policy”) is to ensure our Employees and Business Partners

- operate in a way that supports these human rights principles
- understand that it is our responsibility to respect, uphold and contribute to the realisation of human rights through our operations, business relationships and supply chains; and
- endeavour to avoid complicity in adverse human rights abuses.

This commitment is fundamental to Brick Lane’s core values and essential to maintaining our social licence to operate. Through our business, we aim to create positive contributions to the realisation of a range of human rights by living our values.

THE SPECIFICS

This policy applies to:

- all employees of Brick Lane, whether full or part time or casual; and
- all persons working for Brick Lane under a contract or a consultancy agreement

The policy also applies to visitors and other personnel present on Brick Lane work sites, using its facilities, or dealing with its employees or contractors. The policy applies at all times and is not restricted by work hours or other time or place considerations.

Human Rights

We care about our impact on our colleagues and the community. We will:

- respect the diverse cultures and heritages of local communities;
- recognise and respect the rights of indigenous peoples;
- respect that all employees have a right to fair pay and reasonable work conditions;
- respect the right of freedom of association with others;
- respect the right of freedom of movement;
- reject any form of slavery in our operations and supply chain, including but not limited to forced, bonded, or child labour;
- promote inclusion and diversity and will not tolerate harassment (physical, verbal, sexual) or adverse discrimination;
- undertake due diligence activities to identify, prevent and mitigate adverse human rights impacts;
- provide access to (independent) grievance mechanisms and not obstruct access to other judicial or non- judicial remedies;
- take action to remedy adverse human rights impacts that Brick Lane may have caused or contributed to; and
- neither tolerate nor contribute to threats, intimidation and attacks (both physical and legal) against human rights defenders in relation to our operations

Brick Lane respects internationally and domestically recognised human rights standards, including:

- *Universal Declaration of Human Rights (UDHR)*
- *Labour standards set out in the International Labour Organisation's (ILO) Declaration on the Fundamental Principles and Rights at Work*
- *UN Guiding Principles on Business and Human Rights*
- *UN Global Compact Principles (UNGC).*

At a minimum, we comply with national laws and apply our own standards when they are more stringent. Where national laws and our standards are not consistent, we encourage the implementation of the highest standard.

Due Diligence & Monitoring

Potential human rights risks are managed in accordance with Brick Lane's Risk Management process and established accountabilities, risk oversight, management and internal control systems.

All risk assessments conducted in accordance with this policy consider human rights risk factors.

Training & Communications

Sharing information and building awareness around human rights is pivotal to the success of our commitment. Brick Lane's Human Rights Policy is disseminated to employees through internal communication channels and is integrated within relevant training programs.

Our intention is to report regularly to stakeholders on the work we are doing to respect human rights within our operations and supply chains, through conducting reviews of our Human Rights Policy. Going forward, we plan to communicate what we have learnt from our experiences internally with our Employees, as well as externally with our suppliers and other members within our industry.

How to Raise a Concern

Brick Lane supports open and transparent working relationships where concerns can be safely voiced and investigated. We strongly urge Brick Lane personnel and other stakeholders to speak up about issues and concerns at the earliest opportunity.

Grievance Mechanisms

Brick Lane Brewing acknowledges the importance that grievance mechanisms must be known, trusted and accessible to those who need it.

Brick Lane Brewing is committed to addressing human rights grievances and providing appropriate avenues for affected individuals or communities to come forward. An internal Grievance Policy is in place as well as a Whistle Blower Policy. Please refer to the Grievance Policy for full details on raising a grievance.

Review

Brick Lane commits to updating its Policies from time to time as the business evolves and grows, and in accordance with Company requirements or where legislation may change. For more information on Brick Lane Brewing's Human Rights Policy please contact the People & Culture Manager.