

## HUMAN RIGHTS POLICY STATEMENT

Respect for human rights and adherence to relevant laws are foundational principles for Chapter 4, its subsidiaries, and affiliates. In our business operations, we are committed to proactively preventing, identifying, and addressing any negative impacts on human rights while actively seeking opportunities to promote and support human rights.

Our approach is guided by international standards and principles, including the International Bill of Human Rights, the UN's Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the Children's Rights and Business Principles.

This policy statement elucidates the relevance of human rights to our business and outlines the measures we undertake to safeguard human rights. It is applicable to all Chapter 4 subsidiaries and should be read alongside the Chapter 4 Code of Business Conduct and Sustainability Policy.

### Human Rights Relevance to Chapter 4

Human rights are integral to Chapter 4 in several key areas:

#### ▪ Employees

We uphold the human rights of all employees, irrespective of employment status, and promote diversity based on qualifications and merit. Discrimination based on factors such as race, religion, gender, sexual orientation, age, or disability is strictly prohibited. We provide safe workplaces, respect employees' rights to freedom of association and collective bargaining, and unequivocally oppose harassment, forced, compulsory, or child labour.

#### ▪ Suppliers

We expect our suppliers to uphold human rights standards consistent with Chapter 4's values. Major suppliers are required to adhere to the Supplier Version of our Code of Business Conduct, incorporating human rights requirements throughout their supply chain.

#### ▪ Client Work

Chapter 4 companies refrain from engaging in work intended to deceive on human rights issues. We collaborate with clients on relevant human rights matters and adhere to client policies regarding human rights and marketing.

#### ▪ Support for Human Rights Organizations

Our communication campaigns raise awareness of human rights issues and advocate for their protection. We provide creative services to human rights organizations, often pro bono, and Chapter 4 encourages and supports such involvement.

## Our Policy

To embed our commitment to human rights protection and promotion, Chapter 4 and its subsidiaries pledge to:

- Comply with all relevant laws and uphold international human rights standards.
- Reflect our commitment to human rights in our policies and procedures.
- Take proactive steps to identify, prevent, or address human rights impacts, integrating human rights into our risk management processes.
- Provide comprehensive training on human rights for our employees.
- Maintain a grievance mechanism for reporting human rights concerns.
- Publish our Human Rights Policy Statement and promote our human rights approach.
- Regularly review and update our human rights approach.
- Support and promote human rights.

## Responsibilities

Our Management Board oversees our human rights approach. Each Chapter 4 company is expected to comply with this policy and implement necessary procedures.

It is the responsibility of the parent company to disseminate this policy to all Chapter 4 businesses, provide support and guidance to business leaders and employees regarding human rights, and integrate human rights considerations into relevant group-level policies and procedures.

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Vienna, Austria