

Due South Group

Human Rights Policy

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Foreword from the Chief Executive

Respect for human rights is fundamental to the way Due South Group conducts business.

As an international infrastructure development and project management company, we recognise that our activities can have a significant influence on the people, communities and organisations with whom we work. Our responsibility extends beyond legal compliance. We seek to ensure that every project is delivered with respect for human dignity, fairness and equality.

Whether delivering renewable energy, healthcare infrastructure or humanitarian programmes, we are committed to conducting our business in a manner that respects internationally recognised human rights and promotes sustainable social development.

This Policy reflects our commitment to ethical leadership, responsible business conduct and the creation of lasting positive outcomes for the communities we serve.

Steven Edwards

Chief Executive Officer

1. Purpose

This Policy establishes Due South Group's commitment to respecting and promoting internationally recognised human rights throughout its business operations and project activities.

The objectives of this Policy are to:

- Respect the dignity and rights of every individual.
- Prevent human rights abuses connected with our activities.
- Promote ethical business practices.
- Strengthen responsible supply chains.
- Support safe and inclusive workplaces.
- Foster positive relationships with communities.
- Encourage continual improvement in human rights performance.

2. Scope

This Policy applies to:

- Directors.
- Employees.
- Consultants.
- Contractors.
- Suppliers where contractual obligations apply.
- Joint venture partners where appropriate.
- All Due South Group operations and projects.

3. Our Commitment

Due South Group is committed to:

- Respecting internationally recognised human rights.
- Treating every individual with dignity and respect.
- Promoting equality and fairness.
- Supporting safe and healthy working environments.
- Opposing discrimination in all its forms.
- Preventing modern slavery and human trafficking.
- Respecting freedom of association where protected by law.

- Encouraging ethical employment practices.
- Supporting responsible community engagement.

Human rights considerations will be integrated into our business decisions and project delivery wherever appropriate.

4. International Standards

Due South Group seeks to conduct its business in a manner consistent with internationally recognised human rights principles.

Our approach is informed by widely accepted international standards, including:

- The Universal Declaration of Human Rights.
- The United Nations Guiding Principles on Business and Human Rights.
- Relevant International Labour Organization principles concerning fundamental rights at work.

Where national legal requirements differ from these principles, we will seek to uphold the higher standard wherever practical and lawful.

5. Respect in the Workplace

Every person working for or on behalf of Due South Group has the right to be treated with dignity and respect.

We are committed to providing workplaces that are:

- Safe.
- Inclusive.
- Professional.
- Free from harassment.
- Free from bullying.
- Free from unlawful discrimination.

We expect the same standards from our business partners.

6. Fair Employment

Due South Group is committed to ethical employment practices.

We will seek to:

- Recruit fairly.
- Provide equal opportunities.
- Respect lawful employment rights.
- Pay employees and workers fairly in accordance with applicable laws and contractual arrangements.
- Promote competence through training and development.
- Provide safe working conditions.

Employment shall always be freely chosen.

7. Modern Slavery

Due South Group maintains a zero-tolerance approach towards:

- Forced labour.
- Human trafficking.
- Child labour.
- Debt bondage.
- Exploitative recruitment practices.

This commitment is supported by the Company's Modern Slavery & Human Trafficking Statement.

8. Health, Safety and Wellbeing

Protecting the health, safety and wellbeing of our workforce is a fundamental human rights responsibility.

We are committed to:

- Identifying workplace risks.
- Providing appropriate training.

- Promoting physical and mental wellbeing.
- Supporting safe working practices.
- Protecting the public from foreseeable harm arising from our activities.

9. Communities

Infrastructure projects affect communities as well as organisations.

Due South Group seeks to:

- Engage respectfully with local communities.
- Listen to stakeholder concerns.
- Minimise disruption.
- Respect local customs and traditions.
- Promote long-term community benefit.
- Avoid activities that could cause unnecessary harm.

Meaningful engagement strengthens project outcomes and supports sustainable development.

10. Supply Chain Responsibility

We recognise that human rights risks may arise throughout our supply chains.

We therefore seek to work with suppliers who demonstrate:

- Ethical employment practices.
- Respect for labour rights.
- Safe workplaces.
- Responsible recruitment.
- Compliance with applicable legislation.
- Respect for human dignity.

Where concerns arise, appropriate action will be taken to investigate and address them.

11. Humanitarian Operations

Many Due South Group projects are undertaken in partnership with governments and development organisations to improve healthcare, energy access and essential infrastructure.

When delivering humanitarian programmes, we are committed to:

- Respecting impartiality.
- Protecting vulnerable people.
- Supporting equitable access to project benefits.
- Acting with integrity and transparency.
- Promoting dignity and respect in all interactions.

12. Reporting Concerns

Every individual working on behalf of Due South Group has a responsibility to report suspected human rights concerns.

Concerns may relate to:

- Unsafe working conditions.
- Exploitation.
- Modern slavery.
- Discrimination.
- Harassment.
- Abuse.
- Supplier conduct.
- Community impacts.

Reports made in good faith will be treated confidentially and investigated appropriately.

Retaliation against anyone raising concerns will not be tolerated.

13. Responsibilities

The Chief Executive has overall responsibility for promoting respect for human rights throughout the Company.

Managers are responsible for ensuring that business activities and projects reflect the principles contained within this Policy.

Every employee, consultant and contractor shares responsibility for supporting these commitments through their conduct and decision-making.

14. Monitoring and Continuous Improvement

Due South Group will continue to strengthen its human rights performance through:

- Policy reviews.
- Supplier engagement.
- Training and awareness.
- Project monitoring.
- Stakeholder feedback.
- Lessons learned.

We recognise that continuous improvement is essential to maintaining responsible business practices.

15. Review

This Policy shall be reviewed annually or following significant legislative, organisational or operational changes.

16. Our Commitment

Due South Group believes that infrastructure should improve lives, strengthen communities and create opportunities without compromising the rights or dignity of any individual.



We are committed to conducting our business responsibly, respecting internationally recognised human rights and working with partners who share our values.

By embedding these principles throughout our organisation, we seek to deliver projects that contribute to sustainable development while protecting the people and communities who make that progress possible.