

# LION POSITION ON HUMAN RIGHTS

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19 September 2019

As a major employer with operations across our region, Lion recognises human rights as a fundamental principle underpinning all of our business activities.

We recognise our important role in better understanding the potential human rights impacts associated with our own business and value chain and our responsibility for taking appropriate action to uphold respect for human rights wherever possible.

We are committed to respecting human rights as set out in the International Bill of Human Rights<sup>1</sup> and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work<sup>2</sup>, as reflected in our national laws. We also support the United Nations Guiding Principles on Business and Human Rights.<sup>3</sup>

## Our Direct Business Operations

Lion complies with local laws and regulations wherever we operate. Where national law and international human rights standards differ, we will seek ways to respect international human rights to the greatest extent possible.

Lion's **Safety and Wellbeing Policy** outlines our commitments to the safety and wellbeing of our people every day and focus on continuous improvement in this regard.

In respect of our direct employees, including full time, part-time and casual workers, as well as external contractors, suppliers, customers and any other visitors to our sites, Lion's **Respect and Conduct** policy outlines our expectations in relation to the fair treatment of people at work, including the prohibition of discrimination, harassment and bullying.

Our Whistle blower policy and hotline is available for all Lion people to report any breaches of the Respect and Conduct policy they may have observed or experienced safely and confidentially, if they wish. Our people are also encouraged to speak with their leader or People & Culture leader at any time to share concerns.

## Our Value Chain

We recognise that we have an obligation to protect and preserve human rights not just in our own workplace, but also through our value chain. Lion's **Procurement Policy** and **Responsible Sourcing Code** outline our expectations of our suppliers, joint venture and distribution partners in relation to human rights as well as other ethical and environmental considerations.

Wherever possible, we commit to identifying, preventing and mitigating adverse human rights impacts with which we are involved.

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<sup>1</sup> The International Bill of Human Rights consists of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenants on Economic, Social and Cultural Rights. It is widely regarded as the fundamental human rights framework in the international community.

<sup>2</sup> The ILO Declaration includes the principles concerning fundamental rights as enshrined in the eight core conventions, namely, freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

<sup>3</sup> The United Nations Guiding Principles on Business and Human Rights, endorsed by the United Nations Human Rights Council in 2011, are the authoritative global standard for Governments and business to prevent and address the risk of adverse impact on human rights linked to business activity.