

## Our Commitment

At Haben, we recognise that respecting and promoting human rights is fundamental to sustainable business and long-term value creation. We are committed to upholding the dignity, health, and wellbeing of all individuals connected to our operations—employees, contractors, suppliers, tenants, customers, and the communities in which we operate.

Haben rejects all forms of modern slavery, including forced labour, child labour, debt bondage, and human trafficking. We are committed to:

- Operating with integrity and transparency.
- Promoting fair and safe working conditions.
- Engaging with suppliers and partners who share our values.
- Contributing towards the eradication of modern slavery and human rights abuses within the global supply chain.

## Guiding Principles

Our approach is informed by international standards, including:

- **United Nations Guiding Principles on Business and Human Rights (UNGPs)**
- **Universal Declaration of Human Rights (UDHR)**
- **International Labour Organization (ILO) Core Conventions**
- **Australian Modern Slavery Act 2018**

We also align with the **UN Global Compact principles** and contribute to the **UN Sustainable Development Goals (SDGs)** by reporting our contribution towards the 17 Global Goals in our annual Sustainability Report.

## Scope and Responsibility

While governments have the duty to protect human rights, businesses have the responsibility to respect them. Haben applies this responsibility across our operations, with a key focus on:



**Our workforce:** Ensuring fair treatment, diversity, inclusion, and safe working conditions for our own staff, and any contractors, tenants or visitors to our Centres.



**Our supply chain:** Acting with due diligence to help identify, address and remediate modern slavery and other human rights abuses that may be found within our immediate supply chain.



**Our communities:** Creating retail environments that are inclusive, accessible, and respectful of cultural heritage.



## Grievance Mechanisms and Remediation

Haben is committed to providing accessible and effective channels for raising concerns related to human rights. Confidential and anonymous reporting for employees, contractors, suppliers, and other stakeholders is available.

All reports are treated seriously, investigated promptly, and addressed through fair and transparent processes. We guarantee non-retaliation for individuals who report in good faith and ensure appropriate remediation where human rights impacts are identified.

Anyone wanting to make a report of modern slavery or human rights infringements can do so by emailing: [humanrights@haben.com.au](mailto:humanrights@haben.com.au)

## Governance & Accountability

Our Board oversees human rights risk management as part of our Sustainability Strategy.

We conduct regular reviews of policies, supplier compliance, and risk assessments. Haben encourages transparency and continuous improvement through stakeholder engagement.

## Reporting & Continuous Improvement

We will report annually on our human rights performance, including actions taken to address risks and improve outcomes. We aim to lead by example in the retail property sector, ensuring our operations create value without compromising human rights.

This policy applies to all Haben employees, tenants, contractors, and any third parties engaged in our operations or supply chain.

**Human rights are everyone's responsibility—if you see something or suspect modern slavery or any violation, speak up. When in doubt, raise your voice.”**