

## HUMAN RIGHTS POLICY

### 1 INTRODUCTION

- The European Convention on Human Rights (Council of Europe, 1953).
- The European Social Charter (Council of Europe, 1965).
- The Charter of Fundamental Rights of the European Union (Parliament, Council, European Commission, 2000).
- National constitutions and laws that recognize and implement human rights.

Turner is committed to avoid causing or directly contributing to any form of adverse human rights of people engaged in its direct operations and global value chains to their remediation, adhering to the following international guidelines:

- The UN Guiding Principles on Business and Human Rights (UN, 2011).
- The Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises (OECD, 2011)
- The International Labour Organisation Tripartite Declaration of

Turner acknowledges human rights obligations alongside our

- Anti-Retaliation: Turner also forbids retaliation of any kind, including harassment, intimidation, threats, coercion or discrimination against any individual who files a charge of discrimination, reports or otherwise subjects to harassment or discrimination, assists, testifies, or participates in an equal employment proceeding, or otherwise exercises any other right protected under applicable equal employment opportunity laws or this Policy.
- Recruitment and labor migration practices: based on the commitment to respect and monitor the human rights of the particularly vulnerable group of migrant workers, the necessary measures are taken for their protection
- Occupational health and safety: workers must be equipped with the necessary personal protective devices and a safe working environment to carry out their tasks in optimal health and safety conditions.
- Accommodation and living conditions: where employees or workers are provided with accommodations, they must be provided safe and clean facilities.
- Freedom of association, assembly, right to organize and collective bargaining: Employees are entitled to maintain open and constructive communication with management regarding working conditions, and may freely associate, nominate employee representatives, join trade unions and engage in collective bargaining within the bounds of applicable laws and statutes.
-

Accident and emergency response plans also provide for the safety of visitors and the community; such plans are available to employees and visitors who have access to Turner facilities with adequate information and signage arrangements available

- Responsible development of products and services and the design of products and services must be based on the needs of the customer and the user.



