

IVE Human Rights Policy

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1 Introduction

At IVE, we're proud to be Australia's largest integrated marketing and communications services provider. From graphics and packaging design to - multi-format content production, e-commerce, print, distribution, logistics, merchandise, apparel, and brand activations - we bring ideas to life across every channel.

Our responsibility, however, goes beyond business performance. It is about creating an environment where human rights¹ are respected and upheld in everything we do.

This Human Rights Policy (the Policy) reflects IVE's commitment to a brighter, more sustainable future – not just for our planet, but for generations to come. It is a foundation of our corporate culture, aligning with our core Principles and internationally recognised standards, that safeguard and promote human rights.

Our people are at the heart of our success and each of us has a role to play in upholding this commitment—by staying informed, reporting any violations, and championing the rights of every individual within our corporate ecosystem.

2 Our Commitment

We are committed to conducting our business in a way that respects and upholds the human rights of everyone connected to our operations. This commitment is formalised through the approval of this Human Rights Policy by the IVE Board.

Our Policy reflects our dedication to fostering a safe, inclusive, and fair workplace for our people, championing ethical practices across our supply chains, and cultivating responsible partnerships with our customers and the communities in which we operate.

Our approach is guided by our core Principles and aligned with internationally recognised standards, including the *United Nations International Bill of Human Rights*² and the *International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work*³.

In line with the *United Nations Guiding Principles on Business and Human Rights (UNGPs)*⁴ and their 'Protect, Respect and Remedy' framework, we are committed to progressively embedding these principles, ensuring they are consistently applied throughout our business.

To further strengthen this commitment, we are deepening our understanding of key international frameworks, such as the *United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)*⁵, *United*

¹ Human rights are fundamental rights and freedoms to which every person is entitled, regardless of nationality, race, gender, or socioeconomic status. These rights are based on principles of respect, dignity, and equality, ensuring that individuals have the freedom to live, work, and participate in society without discrimination or oppression. In today's interconnected world, respecting human rights is essential to fostering sustainable development, social justice, and peace within and across communities.

² The United Nations International Bill of Human Rights consist of the three international covenants that include the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR) and the International Covenant on Economic, Social and Cultural Rights (ICESCR).

³ <https://www.ilo.org/ilo-declaration-fundamental-principles-and-rights-work>

⁴ https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

⁵ https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf

*Nations Convention on the Rights of Persons with Disabilities (CRPD)*⁶ and the *United Nations Convention on the Rights of the Child (UNCROC)*⁷, to ensure our approach remains inclusive and progressive, as we continue to champion human rights in all that we do.

3 Scope

This Policy applies to all employees, contractors, temporary staff, suppliers, and anyone connected to our operations.

4 Our Focus

4.1 Respecting human rights

We believe that every individual deserves to be treated with respect, dignity, and fairness, regardless of their background, role, or location. At IVE, we are committed to:

- **Upholding international human rights standards** in all areas of our operations.
- **Fostering a culture** that respects human rights, where everyone feels safe, valued, and able to thrive.
- **Engaging transparently with communities** and stakeholders to understand their rights and needs, and to mitigate any potential negative impact our business may have on them.
- **Training our people** to understand human rights principles and to act in ways that uphold these values daily.
- **Encouraging continuous dialogue** on human rights topics within our organisation and with our stakeholders to ensure our practices evolve alongside societal standards.

⁶ <https://social.desa.un.org/issues/disability/crpd/convention-on-the-rights-of-persons-with-disabilities-crpd>

⁷ <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child>

4.2 Preventing modern slavery⁸

We are committed to identifying, mitigating and remediating all forms of modern slavery across our operations and supply chains. In preventing modern slavery, we are committed to:

- **Conducting robust, ongoing due diligence** in our supply chain to identify, prevent, and address risks related to modern slavery.
- **Implementing strict standards** for supplier selection and contracting, mandating that suppliers meet our Supplier Code of Conduct.
- **Working closely with suppliers** to ensure they understand and adhere to our anti-slavery commitments and to support them in developing their own anti-slavery practices.
- **Maintaining transparency** in our reporting on modern slavery risks and actions taken to prevent exploitation, as well as providing a clear mechanism for individuals to report concerns.
- **Ensuring all our people have access to fair employment terms**, with written contracts outlining their rights and protections to prevent exploitative arrangements.

4.3 Promoting fair labour practices

We are committed to fair labour practices to ensure all individuals have access to safe, equitable, and respectful working environments. We are dedicated to:

- **Supporting freedom of association** and the right to collective bargaining, allowing employees to join or form unions and engage in collective dialogue.
- **Ensuring fair compensation practices** by providing wages and benefits that meet or exceed legal standards and industry benchmarks, recognising and rewarding contributions fairly.
- **Promoting safe working conditions** through rigorous adherence to work health and safety standards, regular training, and proactive risk assessments.
- **Offering reasonable working hours and paid leave**, respecting the balance between work and personal life.
- **Establishing a grievance process** that is accessible, confidential, and free from retaliation, allowing workers to report any labour rights issues or concerns.

⁸ Modern Slavery and the types of Modern Slavery as defined within the Australian Modern Slavery Act 2018 (Cth).

4.4 Supporting diversity, equity and inclusion

Diversity and inclusion are integral to our identity at IVE. We recognise that a diverse and inclusive workplace drives innovation, resilience, and better decision-making. Our commitment includes:

- **Creating a workplace free from discrimination and harassment** where everyone, regardless of their gender identity, race, age, disability, sexual orientation, religion, or background, can feel valued, respected, and empowered.
- **Promoting policies and practices** that support inclusivity, such as equitable recruitment, development, and promotion practices.
- **Implementing mandatory training** on diversity, equity, and inclusion to raise awareness and build empathy, tolerance and understanding among all employees.
- **Celebrating and recognising diverse perspectives and contributions**, ensuring that our leadership and decision-making processes reflect a broad spectrum of voices.
- **Providing reasonable accommodations** to support individuals with disabilities or those requiring flexibility, enabling full participation and contribution at work.

5 Our Approach

5.1 Governance and due diligence

Our Board endorses the implementation of this Policy under our Environmental, Social and Governance (ESG) risk management within our broader enterprise risk framework. Our Group Managing Director is accountable for the implementation of this Policy with implementation delegated to the Chief People & Sustainability Officer, as the Executive responsible.

We conduct human rights due diligence to identify, assess, and address potential human rights impacts within our operations and supply chain. As part of our commitment to upholding human rights standards across our supply chain, we expect our suppliers to adhere to these same principles.

A key aspect of upholding human rights in our operations is our continuous commitment to enhancing workplace health and safety. Ensuring safe, inclusive, and respectful working environments for our people is central to our human rights policy, and we ensure this by strictly adhering to all Work, Health and Safety laws and standards and implementing policies that promote diversity, inclusion and the prohibition of unfair treatment.

Equally important is our approach to People and Culture through our dedicated Human Resources team. We are committed to meeting all employment requirements and complying with labour laws to protect and empower our workforce. This includes practices to ensure fair hiring, equitable compensation, and the fostering of a workplace culture that values integrity and mutual respect. Moreover, we actively invest in the growth and development of our people, providing opportunities for skill enhancement, career progression, and personal development.

5.2 Community engagement and stakeholder dialogue

In the spirit of one of our core principles, "connect", we understand the importance of connecting and communicating with our stakeholders to fully understand how our business activities may affect individuals and groups.

Potentially affected stakeholders include both our internal stakeholders (employees, contractors, temporary staff), and external stakeholders (suppliers, customers and the communities in which we operate). They also include our investors and civil society groups that focus on human rights.

We are committed to maintaining open dialogue with local communities and stakeholders to identify and address any potential human rights concerns related to our business activities. We welcome these opportunities for engagement and can be reached at esg@ivegroup.com.au at any time.

5.3 Training and awareness

At IVE, we have long been committed to the well-being of our people and the safety of our operations. We foster a collective and comprehensive understanding of our human rights commitments, by regularly reviewing and updating our training programs. This ensures our people are equipped with the knowledge and awareness needed to uphold key human rights principles such as modern slavery, fair labour practices, and workplace health and safety.

5.4 Reporting and communication

We recognise that advancing human rights requires transparency and accountability for delivering our commitments. This requires continuous monitoring, measurement, and communication of our progress.

We publicly report on our Diversity and Inclusion progress through the Workplace Gender Equality Agency (WGEA) and share progress on our broader human rights commitments through our annual Modern Slavery Statement and bi-annual company disclosures.

We are committed to providing clear and transparent updates to our clients and those interested in tracking our performance, by communicating progress and key milestone achievements through our company website and social media channels.

5.5 Raising Concerns & Grievances

IVE offers multiple channels for our employees, contractors, temporary staff and suppliers to raise issues of legitimate concern, including any unacceptable behaviours and business practices, that includes human rights issues, without fear of victimisation, detriment or other retribution.

To support this, we have implemented an independent and secure whistleblower service, delivered by a specialist partner **Stopline**. The service is available through the following channels, 24 hours per day.

Telephone – 1300 30 45 50

Website – <https://ivegroup.stoplinereport.com>

Email – makeareport@stopline.com.au

Mail - IVE Group, C/o Stopline Pty Ltd, PO Box 403, Diamond Creek VIC 3089

Concerns may also be raised by contacting one of IVE's Protected Disclosure Officers⁹ or by sending an anonymous message by mail at IVE Group, to Building D, 350 Parramatta Road Homebush NSW 2140.

⁹ As detailed in section 4 'Policy' of our Whistleblower policy

6 Review of the Policy

The IVE Board is responsible for the review and oversight of this Policy.

In executing this role, the Board will, with the appropriate support and input from management review biannually the effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective.

7 Related Documents

This Policy complements and reinforces our ongoing commitment to respecting human rights and should be read in conjunction with the following existing and related documents:

- Code of Conduct
- Whistleblower Policy
- Diversity, Equity and Inclusion Policy
- Integrated Management System
- Privacy Policy
- Supplier Whistleblower Policy
- Supplier Code of Conduct
- Modern Slavery Statements