



Human Rights

1. Objective

1.1 The purpose of this position statement is to demonstrate how Steve Vick International effectively manages and conducts its business with due observance of the fundamental principles of human rights, outline our employees' responsibilities in observing these principles and set out requirements in respect to implementation, monitoring and reporting.

2. Scope

2.1 This position statement covers Steve Vick International in the course of existing business and in the assessment and development of new business opportunities.

2.2 For the purposes of this position statement, we take the term "human rights" to include rights to non discrimination, a healthy, safe and secure working environment, just and favourable conditions of work, a clean and healthy environment and freedom from corruption, including bribery.

2.3 The key international standards and guidelines relevant to this position statement are:

- UN Universal Declaration of Human Rights.
- ILO Core Conventions on Labour Standards.
- UN Global Compact.
- Guidelines for Integrating Human Rights into Business Management.

3. Our Approach to Managing Human Rights

3.1 We believe long-term growth and respect for the rights of individuals go hand in hand. We operate within and serve communities across the world. Showing respect for the rights of the people encountered is both proper and will help ensure that we are given further opportunities to expand our business.

3.2 The following principles provide the framework to help us demonstrate how we effectively manage and conduct our business with due observance of the fundamental principles of human rights. We expect our business partners, contractors and suppliers to demonstrate a similar commitment.

3.3 We believe that all of our employees are responsible for respecting, promoting and protecting human rights. In particular:

- Our Board has overall responsibility for ensuring that human rights considerations are integral in the way we manage existing operations and develop new business opportunities and for promoting continuous improvement in our performance.
- Managers and supervisors are responsible for providing clear and visible leadership that promote human rights as integral to the way we do business.
- We are all responsible for operating to the highest standards of business and personal integrity and for ensuring our day-to-day actions and behaviours respect and protect the human rights of those with whom we work and those affected by our operations.

3.4 Steve Vick International supports the principles of the UN Universal Declaration of Human Rights, the OECD Guidelines for Conventions on Labour Standards.

Steve Vick International also supports the principles set out in the UN Global Compact and is committed to implementing the "Guidelines for Integrating Human Rights into Business Management", a joint publication by the Business Leaders Initiative on Human Rights, the UN Global Compact and the Office of the High Commissioner on Human Rights.

3.5 Through our policies and procedures and operating plans, within our sphere of influence, we seek to ensure:

- We do not encourage, assist, facilitate or in any way contribute to human rights violations.
- We comply with or, where appropriate, exceed applicable international and national legal obligations with respect to human rights.
- We do not offer, promise, give, accept, condone, knowingly benefit from or demand a bribe or other improper advantage.
- We participate in the political process in a non-partisan and responsible manner to ensure our position is fairly heard on matters that are important our stakeholders. Furthermore, we support employees, as good citizens, participating in the political process, but only in their personal capacities, and do not require them to support any political party or candidate.
- We provide equality of opportunity and treatment for the purposes of eliminating discrimination based on race, colour, sex, sexual preference, religion, political opinion, nationality, social origin and status, indigenous status, disability, age or other status individuals unrelated to the individual's ability to perform work.
- We operate a work environment that is free from any form of harassment, intimidation or bullying.
- Our employees have the benefit of a safe, healthy and secure working environment and that we protect the safety of those who work with us the public affected by our operations.
- We recognise the skills and contribution of our employees through just and favourable conditions of work, reasonable job security, fair remuneration and benefits.
- We respect the rights of our employees to join trade unions.
- We provide direction and training to enable our employees to meet their obligations to conduct business with due regard to human rights.
- We do business with partners, contractors and suppliers that respect the fundamental principles of human rights and work with our supplier base to increase the practical application of these principles.
- We carry out an assessment of the prevailing human rights context, together with any potential positive and negative impacts of proposed operations, as an integral part of developing new business opportunities.
- We respect the cultures, customs and values of the people in communities in which we operate and engage with representatives of stakeholders, including those of indigenous peoples, that could be affected by our operations.
- We manage any on-going human rights issues in line with the values set out in our Framework for Responsible Business.

4. Related Policies and Documentation

- Framework for Responsible Business.

5. Key Contacts

This position statement is maintained by the Company Secretary, who is responsible for facilitating communication throughout the organisation.

6. Monitoring and Compliance

6.1 Compliance with the individual elements of this Public Position Statement is the responsibility of the Directors of the company.

6.2 The Company Secretary will monitor and review overall compliance with the objectives of this position statement and periodically report progress.

6.3 Any changes needed to ensure its effectiveness will be drawn to the attention of the Board's of Directors

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