

# Lowell's approach to: **Human Rights**

Lowell has an important role to play in promoting and respecting human rights. Our policies and practices are designed to protect our stakeholders and do not tolerate any human rights abuses. We are committed to respecting all internationally accepted human rights standards, including:

- International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
- International Bill of Rights (incorporating the UN Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights).
- Being a signatory of the UN Global Compact that confirms our commitment to their four areas of impact (including Human Rights, Labour, Environment and Anticorruption) and to integrating the Ten Principles of the UN Global Compact into our business strategy, culture and daily operations.

Lowell has a comprehensive range of policies and procedures that support our commitment to operating responsibly and ethically, both as a business and at an individual level. Each policy is developed and approved in accordance with formally defined governance structures across each of our regions and together cover People, Conduct, Information Security and Environmental topics.

Lowell's reporting on Human Rights topics includes:

- Annual Sustainability Report on [www.lowell.com](http://www.lowell.com)
- Annual Communication of Progress to the UNGC
- Annual Transparency Act reporting in Norway
- Annual Modern Slavery Act (UK) on [www.lowell.com](http://www.lowell.com)

Our Group Human Rights policy applies to all colleagues and we encourage our suppliers, clients, and investors to uphold the standards outlined in this policy. Our policy sets out our commitment to:

- Protect and respect colleagues and their data
- Provide a safe place of work and support overall wellbeing
- Respect laws and international standards relating to working conditions
- Ensure differences of opinion, experience, characteristics, backgrounds and cultural identifies are valued and respected, with a zero tolerance for discrimination, harassment, bullying, victimisation or prejudice towards colleagues
- Transparency across our recruitment and remuneration process
- Recognising the rights to freedom of association
- Responsible sourcing
- Treating our customers with respect and empathy and providing the appropriate levels of support to reach the right outcomes
- Supporting communities through volunteering, charity work and partnerships
- Making it easy and safe for colleagues to raise grievances without repercussions