

HUMAN RIGHTS AND LABOUR PROTECTION (HRLP) POLICY

Brightstar fully supports the principles of the United Nations Global Compact, including its provisions on human rights and labour protection.

These principles are embedded into Brightstar's Business Principles and form the basis for this policy.

At Brightstar, we commit to the following:

- Support and respect the human rights principles as set out in the Universal Declaration of Human Rights and the United Nations Global Compact. We hold our employees to the same standards. We endeavour to associate with third parties who share our values.
- Comply with the relevant human rights legislation wherever possible. Where this is not explicit in law (at a local or national level) we operate reasonably within the spirit of our policy and within the spirit in which the human rights charters intended.
- Work hard to ensure an inclusive workplace in which discrimination, bullying, harassment, and victimisation are not tolerated in any form.
- Reject and condemn the use of child labour, forced labour, and compulsory labour in any setting.
- Respect the right of our employees to join, create, and support organised trade unions or similar groups looking to exercise the right to collective bargaining.
- Refuse to be complicit in the actions of our third parties should they show a disregard for these policies or outwardly reject them.
- Foster an environment in which diversity and inclusivity is promoted and valued. This is demonstrated in the workplace, our clientele, and in the communities and environments in which we operate.
- Work with our suppliers to ensure they comply with our standards on these issues and constantly look to improve the way in which they approach inclusivity, diversity and an open and welcoming workplace.