



Human Rights Policy

Our mission is *Connecting with, versus Controlling People*.SM We believe that to forge meaningful and positive connections, the protection of internationally recognised human rights must be upheld in all aspects of our business. We recognize the responsibility we have in safeguarding human rights throughout our operations, and especially across our diverse supply chain.

While global mobility can bring its own environmental and social risks, we believe that our industry can also strengthen the connections required to accelerate sustainable development. It is Bristol's objective to utilise our operations to support the enjoyment of human rights and freedoms, while reducing our environmental impact and establishing a safe and sustainable world for all.

Our commitment

- We recognize the importance of conducting business in a manner that does not contribute to adverse human rights, and in compliance with all legal requirements.
- We respect and support all internationally recognized human rights standards; namely the ILO's Declaration on Fundamental Principles and Rights at Work and the International Bill of Human Rights (comprised of the Universal Declaration of Human Rights; the International Covenant of Economic, Social and Cultural Rights; and the International Covenant of Civil and Political Rights). Actions within this policy should be implemented in line with the above standards.
- We recognize the specific risks of human rights abuse for businesses operating in a global industry. Protection of human rights can be unequal and unreliable in different parts of the world; we must endeavour to set a consistent level of compliance, across our operations, with the principles of the above international standards.
- We acknowledge that certain communities and groups of individuals are more vulnerable to human rights infringements, including indigenous peoples, minority groups, children, people with disabilities, and migrant families. Our efforts for the protection of human rights should consider additional vigilance and support for these such groups.
- We respect the rights at work as contained within the ILO's Declaration to ensure Bristol and our suppliers maintain a fair and safe working environment; focusing on freedom of association and right to collective bargaining, the effective abolition of child labor, the elimination of all forms of forced or compulsory labor, and non-discrimination in employment and occupation. Our Modern Slavery Statement provides further guidance on our commitments to ethical labor.
- We shall ensure, as a minimum, that Bristol adheres to any applicable laws and standards with regard to working hours, wages, and other benefits. Country-specific information can be found within our Employee Handbooks.
- We advocate for social equality. We seek to eradicate discrimination across our operations and to offer all individuals equal opportunities and treatment, regardless of their age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, or other characteristics. Our Diversity and Inclusion (D&I) policy further outlines our commitment to this.
- Expectations of BristolNet global suppliers are outlined in our Global Supplier Code of Conduct, which outlines various principles of business ethics, legal and regulatory compliance, intellectual property, health and safety, and sustainability. Bristol's Global Supplier-Partner Management (GSPM) group has global responsibility for Supplier Compliance & Risk Management. Our GSPM team tracks, monitors, and reports the compliance of the BristolNet suppliers.



Our measures

- We acknowledge that the protection of human rights is an ongoing process; one which must be integrated into all business procedures and must be continually reviewed.
- We must endeavor to integrate standards across our operations that go above internationally accepted guidance and legislation.
- We ensure that grievance mechanisms are understood and accessible to all associates. We must also inform stakeholders of the appropriate whistleblowing procedures to enable a prompt and effective response as required.
- We shall build the knowledge and awareness of our associates to strengthen our internal capability to spot and act upon any potential abuse of human rights.
- We shall continue to review and, where necessary, update the principles included within our *Global Supply Chain Code of Conduct*. This will involve further collaboration with all stakeholders to raise awareness and share best practices. We value any opportunity to discuss human rights protection with our suppliers to facilitate collective action.
- Where appropriate, we shall educate relocating employees on any notable cultural elements of their destination country to avoid any conflict or issues.
- Our business governance is aligned to international organizations to guide our response to human rights. This includes the UN Global Compact, the UN Women's Empowerment Principles (WEPs), and CEO Action! (a corporate movement to address diversity and inclusion).

This human rights policy outlines the commitment that Bristol Global Mobility has made to protect human rights for the individuals we engage with and impact as a business. Further information on our efforts for mitigating human right abuse is available upon request.