

everfocus Human Rights Policy

everfocus is committed to promoting and respecting human rights in our operations and business relationships. Our policy is guided by the United Nations Global Compact's Ten Principles, the Universal Declaration of Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

This policy applies to all employees, contractors, and business partners of everfocus, operating in Australia and the Asia-Pacific region and is based on the following principles

1. Support and Respect Human Rights:

- We support and respect the protection of internationally proclaimed human rights.
- We ensure that we are not complicit in human rights abuses.

2. Uphold Labour Standards:

- We uphold the freedom of association and effectively recognise the right to collective bargaining.
- We support the elimination of all forms of forced and compulsory labour.
- We advocate for the effective abolition of child labour.
- We promote the elimination of discrimination in respect of employment and occupation.

3. Environmental Responsibility:

- We support a precautionary approach to environmental challenges.
- We undertake initiatives to promote greater environmental responsibility.
- We encourage the development and delivery of environmentally friendly technologies.

4. Anti-Corruption:

- We work against corruption in all its forms, including extortion and bribery.

Management will:

- Provide training and raise awareness about human rights issues among our employees and business partners.
- Conduct due diligence to identify, prevent, mitigate, and account for how we address our human rights impacts.
- Engage with stakeholders to understand their human rights concerns and address them appropriately.
- Monitor our human rights performance and report on our progress annually.
- Establish mechanisms for employees and external stakeholders to report human rights concerns confidentially and without fear of retaliation.

everfocus is committed to continuous improvement in our human rights practices and to fostering a culture of respect and responsibility. This policy will be reviewed tri-annually and updated as necessary to ensure its relevance and effectiveness.

Ryan Hollis

Director, everfocus

Dated: 30/9/2025