

## **DMC Licensing Pty Ltd – Human Rights Policy**

### **Introduction**

At DMC Sport, we recognise the intrinsic value and dignity of every individual, and we are committed to upholding and promoting human rights within all aspects of our operations and supply chain. This Human Rights Policy outlines our fundamental principles and commitments to respecting and safeguarding human rights, both internally within our organisation and externally in the communities we interact with.

### **1. Respect for Human Rights**

1.1. Dignity and Non-Discrimination: We respect the inherent dignity of all individuals and prohibit any form of discrimination based on race, colour, gender, religion, age, disability, sexual orientation, nationality, or any other protected characteristic.

1.2. Freedom of Association: We recognise and respect the right of all employees to freely associate and participate in collective bargaining, in accordance with applicable laws and regulations.

1.3. No Forced or Child Labour: We strictly prohibit the use of forced, bonded, or involuntary labour in any part of our operations, and we do not employ child labour as defined by international labour standards.

### **2. Working Conditions and Fair Treatment**

2.1. Fair Wages and Benefits: We provide competitive and fair wages, ensuring they meet or exceed local legal requirements and industry standards.

2.2. Working Hours and Overtime: We comply with applicable laws and regulations regarding working hours and provide adequate rest periods to safeguard the health and well-being of our employees.

2.3. Health and Safety: We prioritise the health and safety of our employees and take necessary measures to provide a safe working environment, including providing proper training, equipment, and emergency protocols.

### **3. Supply Chain Responsibility**

3.1. Supplier Engagement: We expect our suppliers and business partners to adhere to the same human rights standards outlined in this policy. We actively engage with them to promote responsible practices throughout the supply chain.

3.2. Supply Chain Transparency: We work towards enhancing supply chain transparency, assessing human rights risks, and identifying potential areas for improvement.

3.3. Responsible Sourcing: We strive to source materials and products responsibly, avoiding conflict minerals and suppliers involved in human rights abuses.

#### **4. Community Engagement and Impact**

4.1. Community Relations: We engage with the communities in which we operate, respecting their cultural heritage, local customs, and traditional rights.

4.2. Social Investment: We invest in projects and initiatives that positively impact the communities we serve, supporting education, healthcare, and environmental sustainability.

#### **5. Reporting and Monitoring**

5.1. Compliance and Audit: We conduct regular assessments and audits to evaluate our compliance with this Human Rights Policy and relevant legal requirements.

5.2. Reporting Mechanism: We provide accessible and confidential channels for employees and stakeholders to report any concerns related to human rights violations or potential non-compliance.

#### **6. Continuous Improvement**

6.1. We are committed to continuous improvement, regularly reviewing and updating this policy to align with evolving international human rights standards and best practices.

6.2. Training and Awareness: We provide training and raise awareness among our employees and stakeholders about human rights, ensuring their understanding of this policy and their roles in upholding it.

#### **Conclusion**

This Human Rights Policy is an integral part of DMC Sport's commitment to conducting business responsibly, ethically, and with respect for the rights and dignity of all individuals. By upholding these principles, we strive to make a positive impact on our employees, customers, suppliers, and the communities we serve. We believe that promoting human rights is not only a moral obligation but also a crucial foundation for sustainable business practices.