

Beyond Bank Australia Limited

Human Rights Policy

The aim of this Policy:

This policy exists to outline Beyond Bank Australia's commitment to human rights. This applies to the rights of our people working across our business operations, our contractors and suppliers, and the influence we can have on the rights of workers within our supply chain and our community more broadly.

The Obligations of this Policy:

1. Objectives

To define human rights and outline our commitment to respecting those rights for all stakeholders – our people, suppliers and customers, and our community.

To demonstrate this commitment by setting clear expectations for our people, suppliers, and other relevant parties and to outline our approach to implementing this commitment.

2. Human Rights Definition

Human rights are the basic rights and freedoms that belong to every one of us, no matter where we live, what we look like, who we are, or what we believe.

These rights are based on shared values of freedom, dignity, fairness, and equality.

These basic human rights belong to all of us: they cannot be taken away, and all rights must be respected.

Human rights are about being treated fairly, treating others fairly, and being able to make choices about your own life.

While governments have a role in protecting human rights, the role of business is to respect human rights.

3. Our Commitment

Beyond Bank Australia is committed to respecting the rights, dignity, and equality of all people.

We believe respect for human rights is the cornerstone of strong communities where everyone can contribute and feel included. This is regardless of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.

We uphold the fundamental rights of our workers in line with our domestic laws and regulations. We believe that workers have the right to freedom of association to form and join trade unions and the right to collective bargaining. We also commit to the elimination of discrimination and all forms of forced or compulsory labour, and the effective abolition of child labour.

We are committed to being an inclusive organisation that values diversity and represents the unique communities in which we serve. This includes acknowledging, respecting, recognising, and upholding the human rights of First Nations Peoples and their ongoing cultures and connections to lands and waters of Australia. This commitment is in alignment with our Reconciliation Action Plan and the UN Declaration on the Rights of Indigenous Peoples.

4. Our Expectations

Beyond Bank Australia expects this commitment to respect human rights to be upheld by our people, contractors, and suppliers, as well as our customers and partners.

We also expect our contractors and suppliers to uphold workers' rights.

5. Delivering on our commitment

We will deliver on our commitment both directly within our operations and indirectly where we can influence our suppliers and other third parties by:

- Complying with all applicable laws and regulations including the Modern Slavery legislation and taking into account international human rights guidance and declarations in our decision-making processes.
- Avoiding causing or contributing to adverse human rights impacts through our business activities.
- Undertaking due diligence through a risk assessment process to identify, prevent, and mitigate adverse human rights impacts.
- Addressing any human rights impacts if they do occur.
- Seeking to prevent or mitigate adverse human rights impacts that may be directly linked to our operations, products, or services by our suppliers.

- Measuring our effectiveness in addressing adverse human rights impacts via key performance indicators, our requirements as a B Corp, and reporting on our progress through our annual Corporate or sustainability reporting.
- Aligning our impact to the United Nations Sustainable Development Goals, in particular, Goal 8 – Decent Work and Economic Growth, Goal 10 – Reducing Inequality, and Goal 12 – Responsible Consumption and Production.

6. Our Approach

Our approach to delivering on our commitment to respect and uphold human rights is outlined below for our people, suppliers, customers, and our community.

6.1 Our People

At Beyond Bank Australia we respect the human rights of our employees.

We aim to create a culture built on our values where our staff 'do the right things and do things right'. It is a culture built on the principles of co-operation, inclusion, trust, and integrity.

We will commit to:

- Treating our employees fairly and respecting their rights.
- Allowing all our employees to work to their full potential.
- Promoting a workplace culture that respects human rights and is free from discrimination, harassment, and bullying.
- Promoting a workplace culture which is sensitive to the cultural rights of our people who identify as being Aboriginal or Torres Strait Islander, and as outlined in our Reconciliation Action Plan.

- Supporting and improving diversity and inclusion (D&I) through our D&I policy, strategy, and committee and commitments outlined in our Disability, Access, and Inclusion Plan.
- Tackling Discrimination against Lesbian, Gay, Bi, Trans, and Intersex People.
- Providing a safe working environment that proactively identifies and manages work health and safety hazards to support employee health and wellbeing.
- Providing training in relation to modern slavery for relevant new employees and contract relationship owners.
- Respecting the rights of our employees to join a union or become a union representative.
- Respecting the rights of employees to choose to negotiate their own individual flexibility agreement to vary the terms of the Enterprise Bargaining Agreement and appoint a representative, including a union, to consult with on their behalf.
- Maintaining an internal complaints process, as well as an anonymous option via Your Call, for employees to lodge grievances.

At the same time, our employees must commit to respecting human rights in their daily activities in accordance with our Code of Conduct policy. This includes their interactions with:

- Other staff, our suppliers, community partners, and any other external stakeholders
- Our customers including customers deemed vulnerable due to their age, language proficiency, cognition, life circumstances, mental health or other factors as outlined in our Dealing with a Vulnerable Client policy.

6.2 Our Suppliers

At Beyond Bank Australia we value our trusted relationships with our partners and suppliers.

We engage with our suppliers to improve transparency, to uphold human rights, and eliminate modern slavery across our supply chain.

We will commit to:

- Assessing risks, and reporting under the Modern Slavery Act 2018 (Cth) as a means of meaningfully and practically addressing modern slavery in our supply chain.
- Using supplier self-assessment questionnaires via a trusted third-party provider to gather evidence related to human rights and modern slavery to inform our risk assessment process.
- Engaging with our suppliers, contractors, and partners in relation to assessing, addressing, and remediating actual and potential adverse human rights impacts.
- Promoting supplier diversity to provide more equitable opportunities for suppliers led by people who identify with disability, women, First Nations, LGBTQIA+ or other less advantaged groups.
- Fostering supplier relationships to educate, share, support, and work with them on modern slavery, human rights, and supply chain transparency.
- Providing appropriate information relating to human rights risks that have been identified in our supply chain with the relevant suppliers.
- Maintaining a formal and anonymous process via Your Call for our suppliers and other third parties to lodge human rights grievances.

6.3 Our Customers and Community

At Beyond Bank Australia we believe in respecting all human rights. We understand our business should reflect the communities we operate in by being inclusive, fair, and equitable and by listening to our stakeholders.

For our customers, this means providing them with accessible and responsible banking services, respecting their privacy and the confidentiality of information shared with us, supporting our customers in times of hardship, and protecting our vulnerable customers.

For our communities, this means respecting the traditional owners of the lands in which we do business, having mechanisms in place to prevent financial crimes that could adversely affect human rights, and conducting our operations in a way that considers any adverse effects on the various communities where we have a presence.

We will commit to transparency of our human rights practices through:

- Preparing an annual Modern Slavery Statement that is publicly available so that our stakeholders can understand what action we are taking to address this issue.
- Maintaining our independently verified B Corp certification to measure the impact our business has on all our stakeholders and report transparently on our performance.
- Listening to our customers and other stakeholders through various forums including regular feedback mechanisms and ESG materiality assessments. Delivering on our Diversity and Inclusion policy commitments and inclusive communities action plan through the support of our D&I committee.

- Delivering on our commitment to reconciliation through the implementation of our Reconciliation Action Plan.
- Delivering on our commitment to accessibility and inclusion through our Disability, Access, and Inclusion Plan.
- Seeking partnerships with like-minded organisations that align with and uphold our values.

7. Accountability

Beyond Bank Australia's Human Rights Policy has been approved at the Executive level and is reflected throughout its internal governance framework, including in the following operational policies and procedures:

- Code of Conduct
- Discrimination, Workplace Bullying and Harassment Policy
- Diversity and Inclusion Policy
- Handling your Internal Complaint
- Group Whistleblower Policy
- Supplier Code of Conduct
- Modern Slavery Policy

8. Roles and Responsibilities

As human rights risks and issues could arise as a part of doing business, all staff and contractors must respect and uphold human rights as outlined in this Policy.

Policy and process owners should consider human rights as they develop and update their documents to ensure the way we do business embodies our values and does not breach any intentions or requirements as outlined in this Policy.

Day-to-day responsibility for human rights risks resides with the Sustainability Committee which reports to the Executive Team.

The Board is responsible for overseeing the effectiveness of the management of all material risks (including emerging risks) for all risk categories (strategic, financial, and non-financial) which include environmental, social, and governance risks including human rights.

9. Training and Awareness

Beyond Bank Australia is committed to raising awareness about human rights issues throughout its workplace and recognises that this is an important step in addressing human rights issues.

Specific training on modern slavery is delivered to key employees and contract relationship owners that have been identified as requiring this knowledge for their roles.

Beyond Bank is also committed to engaging with significant suppliers and high-risk suppliers to promote awareness of human rights and modern slavery issues within our related supply chains.

10. Grievance Mechanism

10.1 Beyond Bank Employees

Beyond Bank Australia maintains a human rights grievance mechanism.

For employees, this process is outlined in the Handling of Internal Complaints Policy. Alternatively, employees can use the Your Call service to report a grievance anonymously.

Beyond Bank is committed to working with our employees to resolve grievances and, where required, will take prompt action to remediate any adverse human rights impact that may have been caused or contributed to by our business operations.

10.2 Suppliers and Third Parties

The process to report any concerns or complaints by suppliers or external parties in relation to this policy or Beyond Bank's Supplier Code of Conduct is outlined in the **Group Whistleblower Policy**.

10.3 Customers and community members

Should our customers or community members have any concerns or complaints about the human rights practices of the Group, we encourage them in the first instance to **contact us** using the methods outlined on our website, for the attention of our Sustainability Committee.

The process to report any concerns or complaints by customers regarding this policy is outlined in the **Group Whistleblower Policy**.

11. Third Party Remedial Action

Beyond Bank is committed to working with our stakeholders to resolve grievances through our whistleblower process and, where required, will take prompt action to remediate any adverse human rights impact that may have been caused or contributed to by our business operations.

We are committed to working with our stakeholders to address human rights issues. We understand that engaging with suppliers openly to improve transparency and strengthen relationships is the preferred action to create better human rights outcomes.

We encourage all third parties within our supply chain who do not have a direct contractual relationship with us to remediate any adverse human rights impacts.

If a third party appears unwilling or unable to develop and/or adequately implement the proposed remedy, a report will be prepared for the Executive committee to inform management of decisions that may be made in relation to the third party. Management decisions may include:

- Capacity building for resolution within third-party businesses
- Collaboration with other entities to increase leverage to address grievances involving third parties.
- Suspension or termination of supplier or other contracts, agreements, relationships, or investments as a last resort.

12. Reporting & Breaches

12.1 Reporting

In addition to publishing a Modern Slavery Statement each year to meet regulatory requirements, our performance on our social and environmental performance is publicly available on the B Corp website. Our annual corporate or sustainability report will also report on our performance in relation to human rights and modern slavery.

Where relevant, we will also disclose in our annual Corporate Report the following:

- The number of reported grievances reviewed.
- Whether the grievances were internally reported or reported by a third party
- The type of human rights issue raised in the grievance.
- The outcome and, where applicable, remediation provided because of the grievance.

12.2 Breaches

Any observed breaches or non-compliance with this policy should be reported in the following ways:

- By our employees: reported to the Sustainability Committee via their manager or anonymously via the Your Call hotline.
- By suppliers and third parties: as outlined in section 10.2.
- By customers: as outlined in section 10.3.