

Human Rights Policy

Approved by the Board of QANTM Intellectual Property Limited on 21 August 2020

Human Rights at QANTM

QANTM Intellectual Property Ltd (*QANTM*) is committed to the highest standards of legal, ethical and moral behaviour and to conducting its business with integrity.

In line with this commitment, QANTM and the professional services businesses within the QANTM Group respect and support internationally recognised human rights - the basic labour, social, political, civil, economic, and cultural rights and freedoms to which all people are entitled, as set out in the Universal Declaration of Human Rights¹.

We are committed to respecting and contributing to the realisation of human rights. These include rights related to workplace health, safety and labour conditions – including the freedom from slavery, servitude, bonded labour, human trafficking and child labour, respect for freedom of association and the right to choose to engage in collective bargaining; and freedom from discrimination based, for example, on race, ethnicity, gender identity, sexual orientation or gender identification, religion, political affiliation, physical or mental disability, mental illness, relationship status, family responsibilities.

The Universal Declaration of Human Rights also expressly recognises a person's basic right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which they are the author, with such protection of intellectual property rights in accordance with applicable laws being fundamental to the QANTM Group's operations.

QANTM agrees with the fundamental principle noted by the United Nations in its "Guiding Principles on Business and Human Rights" that the responsibility to respect human rights requires that business enterprises:

- avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur; and
- seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.

We are committed to the following principles at all of our work locations within each of our businesses:

- We will comply with all applicable laws and respect internationally recognized human rights, wherever we operate.

¹ The Universal Declaration of Human Rights (UN General Assembly Resolution 217A was adopted by the General Assembly of the United Nations on 10 December 1948 and is available here: https://www.ohchr.org/en/udhr/documents/udhr_translations/eng.pdf

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- Our people are entitled to a healthy, safe and secure working environment, to a workplace free of discrimination, and to freedom of association.
- The criteria for appointment, advancement, performance assessment and remuneration within QANTM are merit, performance and behaviour, including conducting business with integrity.
- We require that everyone who works with us meets appropriate workplace behaviour expectations which are set out in our Code of Conduct.
- QANTM does not tolerate discrimination, harassment, bullying or vilification or any unacceptable workplace behaviour and will take appropriate action where there are breaches, up to and including termination of employment or contract.
- With respect to pay and benefits, our approach is to be equitable and competitive with local markets, and to meet legal requirements in each country.
- We comply with all applicable employment laws, regulations and contractual obligations, including legislation and industrial instruments in relation to hours, wages and leave.
- We respect all employees' rights to negotiate individually or collectively in relation to their terms and conditions of employment and to join or not to join a legally recognised trade union or third party representative organisation.
- We will never employ or use any form of child labour, defined as work that deprives children or adolescents of their childhood, their potential and their dignity, and that is harmful to physical and mental development. In addition, we will never employ or use any form of forced labour including slave, bonded, and indentured labour or any form of human trafficking. We will assess the actual and potential risks of human rights violations of this nature in our supply chain, and take reasonable and proportionate action, including by leveraging our business relationships, to prevent or minimise these risks, detect actual violations and provide or facilitate access to remedies for those affected.

Reporting concerns about human rights

QANTM has adopted a Whistleblower Protection Policy to encourage reporting of wrongdoing, which includes any conduct that is in breach of applicable laws, such as laws relating to modern slavery, or in breach of QANTM's Code of Conduct or other QANTM Group policies, including this Human Rights Policy.

QANTM's Whistleblower Protection Policy confirms QANTM's commitment to achieving this purpose by:

- providing accessible, secure and reliable channels for reporting of reasonably suspected wrongdoing, including by way of anonymous reporting and including the **QANTM Speak-up** service - an externally-managed service established to receive reports of wrongdoing confidentially and, if preferred, anonymously, by telephone, email, through an online platform or by mail;

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- providing robust protection from retaliation, victimisation or detrimental action for individuals in connection with reports of reasonably suspected wrongdoing, and ensuring that confidentiality is maintained as required by law;
- facilitating thorough, timely, fair and impartial investigation of reports of wrongdoing;
- addressing issues identified, including taking appropriate disciplinary action; and
- complying at all times with whistleblowing legislation in any country in which QANTM operates.

The QANTM Speak-up service is an externally-managed service established to receive reports of “wrongdoing” (as defined in the Whistleblower Protection Policy) by telephone, email, through an online platform or by mail. These reports will be forwarded regularly to an appropriate officer within QANTM for confidential assessment and referral for appropriate resolution.

The QANTM Speak-up service may be contacted by:

Phone:	1800 324 775 (from inside Australia) +61 2 8203 2190 (from outside Australia)
email:	qantmspeakup@coreintegrity.com.au
Online at:	qrs.ly/QANTMSpeakUP
Mail:	Core Integrity – QANTM SpeakUp, PO Box 895, Darlinghurst NSW 1300
QR Code:	

QANTM is committed to ensuring that any complaints are dealt with fairly, thoroughly, confidentially and in a timely manner.

Date Approved: 21 August 2020

This policy has been approved by the Board of Directors of QANTM Intellectual Property Ltd and will be available on the QANTM website (<http://qantmip.com/about-qantm/governance/>).