

Human rights statement

Purpose

The purpose of this statement is to confirm our commitment to human rights and against the use of child, forced, or exploited labor or exploitative conditions. Flint Group is committed to honest, ethical and legal business conduct. Our work environment is inclusive, supportive, and respectful to all colleagues.

Guidance

Flint Group is committed to upholding the human rights of workers and to treating them with dignity and respect. Flint Group supports all United Nations conventions, including the Universal Declaration of Human Rights and all labour standards defined by the International Labour Organization's (ILO), including Declaration on Fundamental Principles and Rights at Work. We strive to adhere to the principles set forth in these standards, as aligned with those aspects that apply to Flint Group, and we comply with all applicable laws, wherever we operate.

Flint Group condemns forced or compulsory labor. We strictly prohibit and do not engage in any forced or child labor or human trafficking.

Flint Group recognizes the rights of every child to be protected from economic exploitation, and we comply with the minimum hiring age in every country where we operate. It is a violation of this statement for any colleague to participate, enable, or cause any individual under the legal working age to be employed or engaged by Flint Group. Beyond this, Flint Group abides by the UN Convention on the Rights of the Child at all times: <https://www.unicef.org/child-rights-convention/convention-text>.

With respect to working conditions, Flint Group also follows strict antidiscrimination practices. We recognize each employee's right to a workplace free of harassment, abuse or corporal punishment. Business decisions such as those related to hiring, salary, or advancement are based solely on the employee's ability to do the job. Our employees will receive fair wages for their services. Everyone has the right to work, to free choice of employment, and to equal pay for equal work. Flint Group will not tolerate any discrimination based on the race, creed, disability, gender, maternity status, religion beliefs, political beliefs, age, or sexual orientation.

Questions or concerns

As outlined further in Flint Group's Code of Conduct, every colleague has the right to address ethical concerns in good faith without fear of retaliation, including punishment or harassment from colleagues, supervisors, or management. Flint Group does not tolerate any form of retaliation or recrimination against those who make good faith reports of

potential non-compliance. Our zero tolerance policy on retaliation goes hand in hand with our belief that speaking up is always the right thing to do.

A handwritten signature in black ink, appearing to read 'S. Dryden', written in a cursive style.

Steve Dryden
Chief Executive Officer

November 2022