



RB's Policy on Human Rights and Responsible Business*

Background

RB believes that human rights are a universal requirement and is committed to upholding those rights expressed in the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work. RB is also committed to following the UN Guiding Principles on Business and Human Rights and the Organisation for Economic Co-operation and Development's (OECD's) Guidelines for Multinational Enterprises.

RB is committed to responsible business conduct amongst its facilities, suppliers and contractors that meets or goes beyond applicable laws and regulations, safeguards health and safety at work, protects the environment and generally supports the contribution of business to achieving sustainable development.

RB recognises the important role that businesses play in society and the responsibility it has in operating responsibly and ensuring that human rights are protected and respected. RB takes any adverse human rights impacts extremely seriously. Where RB identifies that it has caused or contributed to any such impacts, it will co-operate in, or provide for, appropriate and legitimate processes to remedy these.

RB acknowledges the growing importance and complexity of the issue of human rights and is committed to continuously improving its approach and to encouraging its suppliers to do the same.

RB's commitment to operate responsibly, and protecting and respecting human rights is publically disclosed through this policy and the associated Detailed Requirements document.

Policy

1. Policy, Application and Compliance

It is the policy of RB that all (i) facilities involved in the production or provision of goods and services on behalf of RB Group companies and (ii) suppliers of goods and services to RB Group companies shall:

- comply with all applicable laws and regulations;
- comply with the principles set out in this Policy on Human Rights and Responsible Business; and
- promote the principles of this policy within their supply chain.

This policy applies to all (i) facilities involved in the production or provision of goods and services on behalf of RB Group companies, including both company owned / managed facilities and those facilities owned / managed / operated by suppliers, contractors and subcontractors; and (ii) suppliers of goods and services to RB Group companies.

RB's Global Supply Leadership Team are responsible for distributing and monitoring this policy throughout the RB Supply organisation. RB Group companies globally are responsible for applying it throughout their supply chain, including making suppliers, contractors and subcontractors aware of

**Also known as the Global Manufacturing Standard for responsible production "GMS"*



this policy and their responsibility to comply with it. For RB facilities, it is the responsibility of the local human resources function to support the implementation of this policy, including helping identify risk and potential non-compliance and facilitating implementation of appropriate corrective actions.

Operationally, it is the responsibility of each individual facility / supplier to comply with the principles set out below in a manner that does not contravene applicable laws and regulations.

2. Human Rights and Responsible Business principles

RB's approach is guided by the following key principles:

- No child labour. Limitation of work by young workers.
- No forced labour, modern slavery or human trafficking.
- A safe and healthy working environment.
- Freedom of association (or, where such activities are restricted under law, such equivalent measures as are legal).
- No discrimination. Equal opportunities / rights.
- No harmful or inhumane treatment.
- Reasonable terms and conditions of employment.
- Protection of the environment.
- Conducting business with integrity.
- Implementation of management systems to drive compliance.

3. Detailed requirements

The detailed requirements for the implementation of the above principles are set out in the 'RB's Policy on Human Rights and Responsible Business: Detailed Requirements' document which is available on www.rb.com.

April 2016	Executive Committee Policy Owners:	Amedeo Fasano – EVP Supply Deborah Yates – SVP Human Resources
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