

Human Rights Policy

ANZRP supports the Universal Declaration of Human Rights, the International Bill on Human Rights, the United Nations Guiding Principles on Business and Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on the Fundamental Principles and Rights at Work. These principles guide our approach to Human Rights as outlined in this policy and our Code of Conduct.

We are committed to upholding, respecting and promoting the fundamental principles of Human Rights in all aspects of our operations within our organisation, our supply chain, and the communities in which we operate. We recognise that our responsibility extends beyond environmental sustainability to encompass social and ethical considerations. ANZRP aims to foster a workplace and business environment where Human Rights are respected, protected and promoted at all times.

We are committed to responsible corporate governance and conducting business in an honest, transparent and ethical manner as well as providing a work environment that is free from discrimination and harassment. We promote equal opportunity for all employees, ensuring fair treatment in hiring, promotion, training and compensation. We prioritise the health and safety of our workers and maintain a staff health and wellbeing program as well as a certified health and safety management system.

We extend our commitment to Human Rights to our suppliers and contractors. We expect our partners to share our values and adhere to ethical standards consistent with our policy. We strive to work with suppliers and contractors who uphold Human Rights principles and treat their employees fairly and respectfully.

ANZRP strives to be a responsible corporate citizen within the communities we provide e-product stewardship services to. We engage in open dialogue with stakeholders to understand their concerns and needs. Our operations aim to minimise any negative impact on these stakeholders while promoting positive environmental, social and economic contributions. We maintain full compliance with all applicable regulatory requirements as well as voluntary requirements to which we subscribe, including certification to B Corporation.

Modern Slavery

Modern Slavery refers to situations of serious exploitation, in which coercion, threats or deception are used to exploit victims and deprive them of their freedoms (including, amongst others, exploitative practices such as human trafficking, slavery, forced labour and child labour).

Modern Slavery risk refers to the prospect of a practice involving modern slavery occurring in a business' operations and/or supply chain.

We maintain an unwavering stance against human trafficking and Modern Slavery in all its forms.

Through ongoing due diligence, ANZRP actively works to proactively identify and mitigate any potential risks. This includes encouraging supply chain partners to report any potential risks to ANZRP and ANZRP working with the supply chain partner to mitigate them. We also audit our tier 1 supply chain partners to identify any risks of involvement or association with Modern Slavery practices in their own and their downstream vendors' operations and issue corrective action requests if required.

Maintaining and Reviewing this Policy

We encourage employees to report any concerns related to Human Rights violations, without fear of retaliation. We provide information and training to all employees to ensure they are clear on what is expected at ANZRP. ANZRP maintains a confidential reporting process to ensure that any reported issues are thoroughly investigated, and appropriate actions are taken.

We recognise that upholding Human Rights is an ongoing commitment that requires continuous improvement, review and update.

We work with our Members to enable them to comply with relevant legislation relating to Human Rights and Modern Slavery.

It is important that we hold ourselves accountable and ensure that Human Rights remain central to our business operations. To do this, it is essential that all employees, workers and directors are aware of their role and responsibilities in adhering to this Human Rights Policy.

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27 August 2026