



National Roads and Motorists' Association Limited and its wholly owned subsidiaries ('the NRMA Group') has issued a Human Rights Statement. This statement represents our commitment to respecting Human Rights in accordance with the *United Nations Declaration of Human Rights* and the *United Nations Guiding Principles on Business and Human Rights* and the *International Labour Organisation Declaration on Fundamental Principles and Rights at Work*.

Commitment

At the NRMA Group we are committed to upholding and promoting human rights in all aspects of our business operations. We recognise that human rights are universal, indivisible, and inherent to all individuals and we align our practices with the principles encompassed within the *United Nations Declaration of Human Rights* and the *United Nations Guiding Principles on Business and Human Rights* and relevant Australian legislation.

Our respect for Human Rights

Dignity and Equality

We respect the inherent dignity and rights of every individual. We value diversity, inclusion and equal opportunities for all, regardless of race, colour, religion, sex, sexual orientation, gender identity, national origin, disability or any other protected characteristic.

Non Discrimination

We are committed to ensuring that our businesses and their activities are free from discrimination. We prohibit any form of discrimination or harassment based on the aforementioned characteristics and promote a work environment that fosters respect and equality.

Work Practices and Work Conditions

We uphold the principles of fair and equitable work practices. We provide our employees with safe and healthy work conditions, in accordance with their role and legislated requirements, and we provide flexible working conditions. We oppose all forms of slavery and exploitative labour in our supply chains.

Freedom of Association

We respect the rights of employees to freely associate, join trade unions or industry groups and engage in collective bargaining. We encourage open dialogue and constructive engagement with our employees to address their concerns and promote positive working relationships.

Human Rights Due Diligence

We integrate human rights due diligence processes into our decision-making and operations. We identify and assess actual and potential human rights impacts, take appropriate measures to prevent and mitigate adverse impacts and provide remedies where necessary.

Supply Chain Responsibility

We work collaboratively with our suppliers and business partners to promote human rights throughout our supply chain. We expect our partners to uphold the same standards and practices, ensuring fair treatment, safe working conditions, and respect for human rights.

Communities

We actively engage with the communities in which we operate to understand their needs, concerns and aspirations. We strive to positively contribute to development, respecting cultural, social and economic rights of communities and seeking mutually beneficial relationships.



Rights of Indigenous Peoples

We recognise and respect the rights of First Nations peoples as enshrined in international human rights instruments and the *United Nations Declaration on the Rights of Indigenous Peoples*. We acknowledge their unique cultural, spiritual and 65,000 year history and its significance. We are committed to engaging in meaningful consultation and collaboration with First Nations peoples and communities. We respect their right to self-determination, land, and resources, and we strive to ensure that our business activities do not infringe upon these rights. We are dedicated to fostering positive relationships, promoting their cultural heritage, supporting economic opportunities, and partnering in a manner that respects their rights, traditional knowledge, and aspirations.

Privacy and Data Protection

We respect the individual's privacy rights and handle personal data in accordance with applicable laws and regulations. We implement measures to protect personal information from unauthorized access, use or disclosure.

Remediation

In the event that our activities cause or contribute to adverse human rights impacts, we are committed to providing remediation for affected individuals or communities. We will strive to address grievances promptly, impartially and effectively.

Continuous Improvement

We recognise that respect for human rights is an ongoing journey. We will continuously evaluate, improve and report on our human rights performance fostering transparency and accountability in our operations.

This Human Rights Statement reflects our commitment to integrate human rights principles into our business practices, promote a culture of respect and dignity and contribute to a more equitable, just and sustainable world.

This statement was approved by Board of Directors of the NRMA at the Board Meeting held on 28 February 2024.

Signed in accordance with a resolution of the Board of Directors.

A handwritten signature in black ink that reads 'Tim Trumper'. The signature is written in a cursive, slightly slanted style.

Tim Trumper
NRMA Chair
NRMA