

POLICY DOCUMENT

Human Rights Policy

RCI is committed to respecting internationally recognised human rights in accordance with the UN Guiding Principles on Business and Human Rights, the UN Global Compact and the International Bill of Human Rights.

Our Commitment

We respect the human rights of everyone affected by our business — including employees, contractors, communities and users of the facilities we build and operate. We work to prevent, mitigate and remedy any adverse human-rights impacts linked to our activities.

Labour Rights

We uphold the ILO core labour standards, including:

- Freedom of association and the effective recognition of the right to collective bargaining
- Elimination of all forms of forced or compulsory labour
- Abolition of child labour
- Elimination of discrimination in employment and occupation
- Fair wages, reasonable working hours and safe working conditions

Community and Security

We engage with host communities respectfully and inclusively. Where security services are required, we align with the Voluntary Principles on Security and Human Rights to ensure security is provided in a manner that respects human rights.

Due Diligence and Grievance

We conduct human-rights due diligence proportionate to the risks of each project and operate accessible grievance mechanisms so that concerns raised by workers, communities or other stakeholders can be addressed promptly, fairly and without fear of retaliation.