



GROUP HUMAN RIGHTS POLICY

1. PURPOSE

- 1.1 This policy sets out how human rights are managed for Blue Skies Group.

2. SCOPE

- 2.1 The policy applies and is communicated to people who work for Blue Skies Group, and stakeholders such as suppliers, shareholders, customers, Foundation participants, neighbours, consumers.

3. RESPONSIBILITY

- 3.1 This policy is the responsibility of the Blue Skies Chairman.

4. POLICY

- 4.1 Blue Skies expects personnel, business partners and other parties directly linked to our operations and products not to infringe the 30 human rights articles listed in 4.2 below, and to work with the Blue Skies Group in the promotion of those human rights most closely associated with our activities listed in 4.3 below.

- 4.2 The Universal Declaration of Human Rights consists of 30 articles listed below.

Article 1	Right to Equality
Article 2	Freedom from Discrimination
Article 3	Right to Life, Liberty, Personal Security
Article 4	Freedom from Slavery
Article 5	Freedom from Torture and Degrading Treatment
Article 6	Right to Recognition as a Person before the Law
Article 7	Right to Equality before the Law
Article 8	Right to Remedy by Competent Tribunal
Article 9	Freedom from Arbitrary Arrest and Exile
Article 10	Right to Fair Public Hearing
Article 11	Right to be Considered Innocent until Proven Guilty
Article 12	Freedom from Interference with Privacy, Family, Home and Correspondence
Article 13	Right to Free Movement in and out of the Country
Article 14	Right to Asylum in other Countries from Persecution
Article 15	Right to a Nationality and the Freedom to Change It
Article 16	Right to Marriage and Family
Article 17	Right to Own Property
Article 18	Freedom of Belief and Religion
Article 19	Freedom of Opinion and Information



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Article 20	Right of Peaceful Assembly and Association
Article 21	Right to Participate in Government and in Free Elections
Article 22	Right to Social Security
Article 23	Right to Desirable Work and to Join Trade Unions
Article 24	Right to Rest and Leisure
Article 25	Right to Adequate Living Standard
Article 26	Right to Education
Article 27	Right to Participate in the Cultural Life of Community
Article 28	Right to a Social Order that Articulates this Document
Article 29	Community Duties Essential to Free and Full Development
Article 30	Freedom from State or Personal Interference in the above Rights

4.3 How are these articles applied in the workplace and how are they applied where the activities of the workplace impact stakeholders? Blue Skies Group articulates the Declaration through the medium of the Joint Effort Enterprise, and specifically by systems to manage the following subjects:

- Community and Stakeholder Engagement
- Valuing Diversity
- Industrial Democracy
- Health and Safety
- Workplace Security
- Forced Labour and Human Trafficking
- Child Labour
- Work Hours and Salaries, Remuneration and Benefits
- Guidance and Reporting for Employees

These systems are shown in the JEE, the Blue Skies sites and group handbooks, HR policies, the Blueprint report, and more specifically in the Policy Framework.

4.4 Measurement of human rights impacts in the Blue Skies Group is accomplished by the activities of the Blueprint Steering Committee and internal social audits.

4.5 Measurement of human rights impacts outside the Blue Skies Group is accomplished by the activities undertaken to compile the Blueprint report, and by sites as shown in the Stakeholder Engagement Procedure site documents 15374, and within the supply chain by the second party social audit system where applicable.

4.6 If the Blue Skies Group has an adverse impact on a stakeholder's human rights, it is addressed and effectively remedied.



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4.7 The site document 15374 shows the method by which stakeholders can raise issues and how this policy is communicated to stakeholders at sites. For other stakeholders see 4.6.

4.8 The site document 15374 shows the system used to remedy issues raised by stakeholders and how issues are reported internally at sites. For other stakeholders see 4.6.

4.9 The sites employees are trained according to 15501 Induction Training - Human Rights training material, non-site-based employees are trained against this procedure, especially those facing stakeholders.

5. RECORDS

5.1 All records relating to human rights are kept for 25 months in the archive store.

6. APPENDICES

6.1 None.