

Cobalt Blue Holdings Limited

ACN: 614 466 607
Address: Suite 17.03, 100 Miller St, North Sydney NSW 2060
Website: www.cobaltblueholdings.com
Email: info@cobaltblueholdings.com
Social: [f](#) Cobalt.Blue.Energy [in](#) cobalt-blue-holdings



Human Rights Policy

1 Purpose

Cobalt Blue Holdings Limited (COB) is committed to respecting human rights, consistent with the *UN Universal Declaration of Human Rights*. We aim to avoid causing or contributing to adverse human rights impacts and working to ensure that there is no modern slavery¹ within our operations or supply chain.

2 Scope

This policy applies to all employees, directors, officers, consultants and contractors of COB and its subsidiaries (Personnel).

3 Policy

1. We do not tolerate any form of workplace discrimination, harassment or physical assault.
2. We aim to avoid causing or contributing to adverse human rights impacts through activities and address such impacts when they occur.
3. We seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products or services through business relationships.
4. Ensure workers have fair wages and employment agreements.
5. Ensure work hours do not exceed the maximum limit set by relevant legislation.
6. Ensure all workers' health and safety are protected in the workplace.
7. Ensure workers have access to fair procedures and remedies.
8. No child labour or forced labour is used, and that employment is freely chosen.
9. We do not tolerate retaliation against human rights defenders who are acting to address human rights on behalf of individuals or groups.
10. We work to identify modern slavery risks in COB Group operations and supply chain.
11. Identify actions to assess and address those risks including due diligence and remediation processes.

4 Compliance

Failure to comply with this policy may result in disciplinary action including dismissal.

¹ *Modern Slavery Act 2018*