

# Human Rights Statement

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Zip Co Limited ABN 50 139 546 428 (“Zip Co”) and its subsidiaries (“Zip Group”) is committed to operating our business lawfully and ethically.

## Statement purpose

The purpose of this Human Rights Statement (“Statement”) is to articulate the Zip Group’s respect for human rights and how we aspire to uphold human rights while operating our business.

This Statement is a live document and will continue to evolve over time to respond to changes in laws and guidance, operational and business needs and developments, and identified risks.

This Statement has been approved by Zip Co’s Board of Directors and is reflected throughout its internal governance framework, including in the following operational policies and procedures, available on Zip’s website.

- Code of Conduct
- Supplier Code of Conduct
- Joint Modern Slavery Statement
- Anti-Bribery & Corruption Policy
- Diversity, Equity and Inclusion Policy
- Whistleblower Policy

## Scope

This Statement extends to all Zip Group:

- employees and contractors; and
- Board Members.

## Source documents

This Statement reflects our support of the human rights principles contained in:

- The International Bill of Human Rights;
- The International Labour Organisations Declaration on Fundamental Principles and Rights at Work;

- United Nations Guiding Principles on Business and Human Rights; and
- The United Nations Sustainable Development Goals.

### Respect and support for human rights

As part of our support of human rights, we recognise and take seriously our responsibility to respect and protect human rights while operating a business, which includes:

- complying with all applicable laws and supporting internationally recognised human rights, in all areas of operation;
- avoiding causing or contributing to adverse human rights impacts through our business activities and commitment to addressing those human rights impacts when they occur;
- preventing or mitigating adverse human rights impacts that are directly linked to our operations, products, services and/or business relationships;
- appropriate due diligence processes to identify, prevent and mitigate adverse human rights impacts as part of Zip Group's risk assessment process;
- using the process of risk assessment and reporting under the Modern Slavery Act 2018 (Cth) as a means of seeking to meaningfully and practically address modern slavery in its supply chains and operations;
- maintaining a workplace that respects employees' human rights, including providing equal employment opportunity to all qualified persons; and
- providing training for all new employees and contractors of Zip Group and other appropriate staff members on topics relating to human rights, including modern slavery, money laundering, bribery and corruption, and bullying and harassment.

We aspire to raise awareness about human rights issues throughout our workplaces and recognise that this is an important step in addressing human rights issues. We recognise that such awareness raising is only effective if it is communicated effectively and in an appropriate context for the particular workplace environment being targeted. In addition, we aspire to engage in our direct business relationships in a manner that, insofar as is reasonably practicable, promotes human rights within the supply chains and operations in those organisations also.

## Reporting human rights violations

Zip's Whistleblower Policy, available on Zip's website is available to parties seeking to raise human rights violations and concerns and, where appropriate, seek remedy.

## Reporting

External and public reporting will be undertaken to meet legal, regulatory and voluntary commitments relating to human rights including, but not limited to, the publishing of a Modern Slavery Statement and annual Sustainability Report.

## Further Information

Please contact Zip's ANZ Risk and Compliance team at [complianceteam@zip.co](mailto:complianceteam@zip.co).

## Version Control

### Variations

This version of the Policy supersedes all previous versions.

Document Title	Human Rights Statement
Use	Internal use only
Policy and Procedure Owner	This Policy is owned by the ANZ Risk and Compliance team who has final authority to change or make amendments to this document
Senior Manager Function (SMF) Accountability	Claire Nelson, Director Compliance
Policy and Procedure Contacts	Nathan Woll, Senior Manager, Risk
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