

# Human Rights Principles

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## Introduction

WiseTech Global is committed to upholding and respecting human rights for all people as articulated in the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

As a leader in innovation and technology, and with operations across the globe, we are looking to create lasting, positive change. Our innovations, and the global technology that we create, enable, improve and empower the world's supply chains. We believe we are a force for good, improving productivity, connectivity and resource usage through our software solutions in operation across more than 170 countries.

Through clear policies, communication and due diligence, we avoid complicity and involvement in human rights violations, and strive to ensure we conduct our business ethically and with integrity.

This policy applies to WiseTech Global and to anyone who we employ, including employees, contractors, consultants, temporary employees, secondees and directors. Our philosophy, as outlined in our Human Rights Principles, applies across our global businesses and is the responsibility of all those we employ and must be adhered to by all parties acting for, or on our behalf. We expect our partners, suppliers and customers to adhere to similar values within their own businesses.

## Community and stakeholder engagement

WiseTech Global understands that as the definition and scope of human rights continues to evolve, engagement with our internal and external stakeholders and the communities in which we operate is important.

## Diversity and inclusion

Our Diversity and Inclusion Principles are designed to foster a culture that values and achieves diversity in our workforce and on our Board.

Diversity refers to all the characteristics that make individuals different from each other. They include attributes or characteristics such as religion, race, ethnicity, language, gender, sexual orientation, disability, age and any other ground for potential unlawful discrimination. Diversity is about our commitment to treating individuals equally and with respect.

## Discrimination and harassment

We treat ourselves and our colleagues with respect and we do not allow discrimination, bullying and harassment of any kind. Our Respect and Dignity at Work Policy addresses these areas and establishes complaint procedures to ensure that any complaints or concerns are investigated

and managed in a confidential and sensitive manner. Our Grievance Handling Process and Procedures further outlines the process to resolve grievances in a conciliatory and effective manner. WiseTech will not tolerate any victimization as a result of raising a concern or grievance.

## Health and safety

As a software development company, we do not place any employees in positions in which hazardous work is required.

Our Workplace Health and Safety Policy is designed to ensure that we provide a safe and healthy workplace for our people and visitors.

- We operate our business in a safe and environmentally responsible manner to protect employees, the community and the environment
- We ensure that employees are trained and competent to undertake all tasks safely and to proactively identify hazards, risk and harm to both people and the environment
- We aim to continuously improve our policies, procedures and processes to meet and exceed international standards

## Workplace security

No person should work in an environment where they feel unsafe. WiseTech Global implements security procedures to protect employees from internal and/or external conditions in which an employee feels intimidated or threatened.

## Modern slavery

We will not engage in, nor support the use of coercion, threats or deception of individuals for commercial gain. Modern slavery is an umbrella term and includes human trafficking, slavery, servitude, forced labor, forced marriage, debt bondage, child labor and deceptive recruitment for labor or services.<sup>1</sup> WiseTech Global may avoid or cease working with suppliers or businesses that are known to engage in modern slavery.

WiseTech Global respects the UN Convention on the Rights of the Child, including:

- The right to education
- The right to rest and play
- The right to quality of life
- The right to protection from work that is dangerous or that might harm their health

## Wages and benefits

We compete in a highly mobile global market for talent and our innovation and growth strategy is dependent on recruiting and retaining talent. Our employees are offered competitive

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<sup>1</sup> Australian Modern Slavery Act 2018

remuneration packages that can include fixed pay, performance incentives and deferred equity elements.

## Work hours

We acknowledge the right to rest and leisure and we comply with local laws and regulations in relation to working hours and overtime. As per the International Labour Standards on Working Time, we discourage employees working in excess of 48 hours a week and provide paid annual and personal leave. We have also built internal architectures (e.g. PAVE, our productivity acceleration and visualization engine) and implemented efficient business processes designed to effectively manage workflows, to improve the productivity of our people and have a beneficial impact on work/life balance.

## Guidance and reporting for employees

WiseTech Global is committed to complying with all relevant, local and international labor and employment laws in all areas we operate.

Our culture is built on honesty, respect and transparency. As such, we promote ethical and responsible decision-making by our employees and Directors and these behaviors are outlined in our Code of Conduct and Whistleblower Protection Principles.

All our people across our global workforce are required to complete training and testing on WiseTech Global policies, including our Code of Conduct, Respect and Dignity at Work Policy, Securities Trading Policy and Whistleblower Protection Principles.

An employee who has questions about our operations in line with our Human Rights Principles, or who would like to report a potential violation, can do so without fear of reprisal or retaliation by contacting one of:

- Their immediate manager
- The Company Secretary
- The General Counsel
- The Chair of the Audit & Risk Committee, via email to [auditchair@wisetechglobal.com](mailto:auditchair@wisetechglobal.com)

## Review of our Principles

Our Human Rights Principles will be reviewed annually, and any material amendments will be discussed by the Board.

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