

More Group Human Rights Policy

Last Updated	October 2026
Scope	This policy applies to the following entities in the More Group of companies (collectively, the More Group): • More Telecom Pty Ltd; and • Tangerine Telecom Pty Ltd. More Telecom Pty Ltd and Tangerine Telecom Pty Ltd are reporting entities under the <i>Modern Slavery Act 2018</i> (Cth) (Modern Slavery Act) and jointly submit an annual Modern Slavery Statement. All More Group directors, officers and employees must comply with this policy. Contractors working for or on behalf of the More Group must also comply with this policy where required by their engagement terms or notified by the More Group. The More Group expects its suppliers, consultants, agents and other business partners—including their personnel and subcontractors—to respect human rights and act consistently with the principles in this policy. These expectations may be incorporated into contracts, procurement processes and the More Group Supplier Code of Conduct. This policy should be read in conjunction with the More Group Supplier Code of Conduct, Whistleblower Policy, applicable Privacy Policies and other relevant workplace and compliance policies.
Purpose	The More Group recognises its responsibility to respect internationally recognised human rights. Our operations, employment practices, commercial decisions and business relationships may cause, contribute to or be directly linked to adverse human rights impacts. This policy: • sets out the More Group's human rights commitments; • establishes the principles that apply to our operations, workforce, business relationships and supply chains; • supports the identification, prevention, mitigation and remediation of actual and potential adverse human rights impacts; and • provides a framework for reporting, investigating and responding to human rights concerns.
Our human rights commitments	The More Group is committed to respecting internationally recognised human rights, including the rights reflected in the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the ten principles of the United Nations Global Compact. Compliance with applicable laws We comply with applicable laws and regulations that protect human rights in the jurisdictions in which we operate. Where local laws and internationally recognised human rights standards differ, we will seek to respect the higher standard to the extent legally permitted. Fair, safe and respectful working conditions

We are committed to providing fair, safe and healthy working conditions for our employees and contractors. We do not tolerate discrimination, bullying, harassment, victimisation, abuse or other unlawful workplace conduct. We promote diversity, inclusion and respect throughout our workforce and in our dealings with customers, suppliers and other stakeholders.

Modern slavery and child labour

We do not tolerate slavery, servitude, forced labour, compulsory labour, debt bondage, deceptive recruitment, trafficking in persons, child labour or any other form of modern slavery in our operations or supply chains. We seek to identify and address modern slavery risks through the activities and commitments described in our annual Modern Slavery Statement.

Freedom of association and collective bargaining

We respect the rights of employees to freedom of association and collective bargaining in accordance with applicable laws.

Privacy

We respect the right to privacy and protect personal information in accordance with applicable privacy laws and the Privacy Policies of More Group companies.

Ethical business conduct

We do not tolerate bribery, corruption or other unlawful or unethical conduct. We expect people acting for or on behalf of the More Group to act honestly, lawfully and consistently with applicable More Group policies.

Human rights due diligence

We assess actual and potential human rights risks associated with our operations and business relationships. We take risk-based and proportionate action to prevent or mitigate identified impacts and monitor the effectiveness of our response.

Grievance mechanisms and remediation

We provide channels through which human rights concerns may be raised. Where the More Group identifies that it has caused or contributed to an adverse human rights impact, we will provide for, or cooperate in, appropriate remediation. Where an impact is directly linked to our operations, products or services through a business relationship, we will use our influence, where practicable, to encourage prevention, mitigation and remediation.

Communication and training

We communicate this policy to our workforce and relevant suppliers and provide training and guidance appropriate to their roles and the human rights risks they may encounter.

How we implement our human rights commitments

- The More Group implements this policy through risk-based measures that may include:
- assessing human rights and modern slavery risks in our operations and supply chains;
 - conducting proportionate due diligence on prospective and existing suppliers;
 - including appropriate human rights, modern slavery, audit and compliance provisions in supplier contracts;
 - communicating expectations through the Supplier Code of Conduct;

- providing training and awareness activities for relevant employees, contractors and supplier personnel;
- monitoring supplier compliance and requesting information or evidence where appropriate;
- investigating identified or reported concerns;
- requiring corrective action plans and monitoring their implementation;
- escalating material concerns to relevant senior management or the board of More Group companies;
- considering human rights implications in material business and procurement decisions; and
- periodically reviewing the effectiveness of our controls and opportunities for continuous improvement.

The More Group expects suppliers and business partners to cooperate with reasonable due diligence, monitoring, investigation and remediation activities.

Responsibility for implementing this policy is shared across the More Group:

- **Directors and senior management** are responsible for oversight and supporting an organisational culture that respects human rights.
- **Chief Legal Officer** is the policy owner and is responsible for maintaining the policy and overseeing material human rights and modern slavery matters.
- **Managers** are responsible for promoting compliance within their areas of responsibility and escalating concerns.
- **Employees and contractors** are responsible for complying with this policy, completing required training and reporting suspected or actual concerns.
- **Procurement and business owners** are responsible for applying relevant supplier due diligence and contractual controls.

Reporting human rights concerns

Employees and contractors are encouraged to report suspected or actual human rights concerns promptly. Concerns may be raised with:

- the person's manager;
- the Chief Legal Officer;
- another appropriate member of the More Group leadership team; or
- another reporting channel made available under an applicable More Group policy.

Eligible persons (employees, officers, contractors, suppliers and supplier personnel) may also make a disclosure through the More Group whistleblower program in accordance with the [More Group Whistleblower Policy](#).

Reports will be handled sensitively and, where practicable and lawful, confidentially. The More Group prohibits retaliation against a person who raises a genuine concern or participates in an investigation. Whistleblower protections will apply where the disclosure meets the requirements of applicable law and the More Group Whistleblower Policy.

The More Group will assess and respond to reported concerns in a timely and proportionate manner. This may include investigation, referral to an appropriate internal or external body, corrective action, remediation and monitoring.

Non-compliance and enforcement

Suspected or known breaches of this policy must be reported through one of the channels identified above.

The More Group will assess and, where appropriate, investigate reported non-compliance. Any response will be proportionate to the nature, severity and circumstances of the breach and will be undertaken in accordance with applicable law, contractual rights and internal procedures.

Consequences may include:

- additional training, supervision or corrective action;
- withdrawal or suspension of access to systems or premises;
- disciplinary action, up to and including termination of employment or engagement;
- requirements for a supplier or business partner to implement a corrective action plan;
- suspension or termination of a supplier or services agreement;
- referral to a regulator, law enforcement agency or other appropriate authority; or
- other contractual or legal remedies.

Before terminating a supplier relationship, the More Group will, where appropriate, consider whether disengagement may increase harm to affected individuals and whether remediation or other corrective action is reasonably available.

Individuals and organisations may also be subject to personal, contractual, civil or criminal liability for breaches of applicable law.

Policy review

This policy is approved by the CEO of the More Group companies.

The Chief Legal Officer is responsible for maintaining the policy and coordinating its review. The policy will be reviewed at least annually and earlier where there is:

- a material change to applicable law or regulatory guidance;
- a material change to the More Group's operations, supply chains or human rights risk profile;
- a significant human rights incident or identified control weakness; or
- another development indicating that the policy may no longer be appropriate or effective.

Owner	More & Tangerine Chief Legal Officer
Effective Date	12/10/2026
Version Number	3
Next review date	11/10/2027