



HUMAN RIGHTS & COMMUNITY POLICY

Revised and updated March 2024

SigmaRoc is an AIM-quoted lime and limestone group targeting quarried materials assets in the UK and Northern Europe.

SigmaRoc plc understands its duty to protect and promote human rights, as defined in the United Nations Guiding Principles on Business and Human Rights. SigmaRoc plc is also committed to helping the communities it operates in thrive. To do so, SigmaRoc plc has implemented the following **Human Rights & Community Policy**:

Protecting human rights and helping communities thrive:

- monitor, implement and enforce all relevant human rights legislation and regulations, as well as relevant industries' codes of best practice;
- provide a respectful and inclusive workplace, where individuals can thrive free of bullying, harassment or any discrimination;
- ensure no workers are paid less than a living minimum wage;
- contribute to local communities' economy through direct and indirect employment opportunities, charitable and educational efforts, training and contributions to local industrial and commercial bodies;
- promote collaboration with local stakeholders, by making decisions after having regard to their economic, social and environmental impacts on communities;
- work to prevent human rights abuse through the strict implementation of our human rights policy and modern slavery and human trafficking policy;
- map out, assess and monitor areas of our business where there is the potential for human rights abuse, to allow management and local businesses to take preventive and corrective measures;
- provide specific training to the relevant personnel, including management, human resources and supply chain-related functions;
- provide all workers with access to a whistleblowing service if they suspect or know of any human rights violations;
- work to ensure our commercial partners and suppliers do not commit human rights violations
- prevent modern bondage, forced work or exploitative situations by working only with trusted and accredited temporary placement firms that uphold all legal, regulatory and best practices obligations regarding their workers;
- promote the understanding of, and respect for, human rights to our commercial partners, suppliers and customers.

Responsibility for this policy:

- This policy applies to all companies of the SigmaRoc plc Group and must therefore be respected by all workers. Local management is responsible for the application of this policy at the local company level. The board of directors of SigmaRoc plc will review this policy at least annually to ensure compliance with legal and regulatory duties as well as relevant industries' best practices.