

HUMAN RIGHTS POLICY

Policy Executive Leadership Team Owner: General Counsel



Important Notes:

Breaches of any of the Rolls-Royce SMR Company Policies are not acceptable and may result in disciplinary action up to and including dismissal.

All employees are encouraged to speak up if they know of, or suspect, a breach of any of the Rolls-Royce SMR Company Policies. Further guidance can be found in our Speak Up Policy.

Save by expressly agreed exception, these Policies apply worldwide. In the event of a conflict between a Rolls-Royce SMR Company Policy and applicable local laws, local laws shall prevail. In the event there is no conflict between the Policy and applicable local laws but the Policy imposes a higher standard and/or more onerous requirements than local laws, the higher standard and/or more onerous requirements of the Policy shall prevail.

HUMAN RIGHTS POLICY

Purpose

We are committed to respecting, protecting and preserving all recognised Human Rights and identifying and preventing Modern Slavery risks in our operations, supply chain and communities affected by our operations and supply chain operations.

This policy covers all Employees, at every level and in every part of our business. We also require the same high standards from our contractors, agency workers, suppliers and business partners who work with us. We all have a responsibility to ensure we are compliant with this policy and that we all adhere to local Human Rights legislation.

Policy Statement

All employees

You must:

- act in a socially responsible manner, complying with all applicable laws and regulations in the countries where we operate;
- not use Forced or Involuntary Labour;
- not engage in any form of Human Trafficking;
- not use any form of Child Labour or practices that inhibit the development of children;
- be alert to the risks Vulnerable People may face and seek to ensure that this group is free from Discrimination and Exploitation; and
- only work with suppliers and business partners whose core values and commitment to ethical business conduct matches our own, and require that their conduct always meets our standards, including signing up to our Supplier Code of Conduct;
- always speak up if you suspect any potential breach of Human Rights or have concerns about Modern Slavery within our organisation or in our supply chain;

Glossary

Child Labour: This is work that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and interfere with their schooling.

Discrimination: The unjust or prejudicial treatment of an individual or group of people because of, or for a reason related to, a characteristic protected by applicable law.

Employee: Someone who works directly for the Rolls-Royce SMR under an employment contract, either permanent or fixed term, or who is employed by us on an at-will basis.

Exploitation: the action or fact of treating someone unfairly to benefit from their work.

Forced / Involuntary Labour: Forced or Involuntary Labour refers to situations in which persons are coerced to work using violence or intimidation or by more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to immigration authorities.

Human Rights: Human Rights are basic rights and freedoms that belong all human beings, whatever their nationality, place of residence, sex, national or ethnic origin, colour, religion, language or any other status. The foundation of Human Rights is the idea that people have a right to be treated with dignity.

Human Trafficking: The recruitment, transportation, transfer, harbouring or receipt of persons by improper means (such as force, abduction, fraud or coercion) for an improper purpose including Forced Labour or sexual Exploitation.

Modern Slavery: An umbrella term that covers the most serious forms of Exploitation, including Forced / Involuntary Labour, Human Trafficking, the worst forms of Child Labour and slavery-like practices.

Vulnerable People: People who could be at risk of being exploited.