

## HUMAN RIGHTS POLICY

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### 1 Purpose

Our approach to human rights is governed by our values and code of conduct. We recognise the role businesses have to play in the protection of human rights and the carsales group is committed to respecting human rights and complying with all laws in the countries in which we operate.

### 2 Scope

This policy applies to all carsales group executive team members, employees and contractors working for carsales.com Ltd or any of our subsidiaries globally.

### 3 Policy

The carsales group will respect and support human rights across all our operations worldwide in accordance with the Universal Declaration of Human Rights and the ten principles of the UN Global Compact.

Our position is as follows:

- We do not tolerate, engage or support the use of forced, compulsory or child labour.
- We respect the right of employees to join, establish or be associated with a labour or trade union or organisation. Any local rights to collective bargaining.
- We are committed to acting ethically and responsible when it comes to the environment and conducting our business in a sustainable way.
- We are committed to creating and upholding an environment that is free from discrimination, harassment, victimisation or violence for all our employees, customers, suppliers and anyone we do business with.
- We value diversity and operate in an inclusive environment with respect and dignity for all our employees, customer, suppliers and anyone we do business with.
- We operate in an environment where bribery and corruption is not tolerated. We respect local anti-bribery and anti-corruption laws in the areas in which we operate.

Where national law and international human rights differ, we will follow the higher standard. Where there is a conflict between our policy and local law we will follow local law while trying to act in accordance with this policy.

We acknowledge that human rights due diligence is a continuous process and we have policies, training and review systems in place to further our commitment.

#### 4 **Raising a concern**

Any breaches of carsales' company policies, unlawful or improper conduct should be reported to your manager or the People & Culture team immediately.

All reports will be taken seriously and investigated thoroughly and as confidentially as possible. All reports need to be based on honest facts. If anyone is found to be making a false or malicious report, the person may be found to be in breach of carsales Policies and Procedures and disciplinary action may follow, including the possible termination of employment.

Employees can also raise a concern through enacting their local Grievance, Complaints and Disciplinary Policy or the Global Whistleblowing Policy.

Employees must not suffer any detrimental treatment because of raising a concern in good faith. If you believe that you have suffered any such treatment, you should speak with the People and Culture team immediately.

#### **Document and Version Control**

Version	Date	Review Date
1.0	May 2019	May 2020