

PT GRENCORE RESOURCES INDONESIA

Grencore Resources Limited (Parent Company — Hong Kong)
www.secularplastics.com

HUMAN RIGHTS COMMITMENT STATEMENT

Public Statement — Effective 1 June 2026

Grencore Resources — operating through PT Grencore Resources Indonesia, Grencore Resources FZE in Dubai and Grencore Resources Limited in Hong Kong — is committed to respecting human rights across all of our operations, supply chains, and stakeholder relationships. This commitment applies to our employees, waste picker communities, aggregator partners, local communities, and all individuals whose lives are touched by our activities.

We believe that the protection of human rights is not only a legal obligation but a fundamental expression of our purpose: to build a circular plastics economy that creates genuine value for people and the planet.

1. International Frameworks We Commit To

Grencore Resources publicly commits to respect human rights in accordance with the following internationally recognised frameworks:

Reference	Framework	What it means for Grencore
UNGPs (2011)	UN Guiding Principles on Business and Human Rights	We commit to respecting human rights, conducting due diligence to identify and address human rights risks, and providing remedy where impacts occur.
UDHR (1948)	Universal Declaration of Human Rights / International Bill of Rights	We uphold the fundamental rights and freedoms of all individuals — including the right to fair work, dignity, non-discrimination, and freedom of association.
ILO Declaration (1998)	ILO Declaration on Fundamental Principles and Rights at Work	We respect freedom of association, the right to collective bargaining, the elimination of forced and child labour, and the elimination of discrimination in employment.

2. Our Commitments in Practice

These international frameworks are embedded in our internal policies and day-to-day operations. Specifically, Grencore Resources commits to:

Workers and Employees

- Paying wages and benefits in full compliance with Indonesian labour law (Law No. 13/2003, Law No. 6/2023) and relevant ILO conventions.
- Prohibiting all forms of forced, bonded, or prison labour — as set out in our Forced Labour Policy (GRI.HRD.K-03), grounded in ILO Convention No. 105.
- Prohibiting child labour: no worker under 18 years of age is employed by Greencore or its business partners (Code of Conduct, GRI.HRD.K-01).
- Ensuring freedom of association and the right to collective bargaining without harassment or coercion.
- Upholding non-discrimination in all employment decisions — hiring, wages, promotion, termination — regardless of gender, age, religion, ethnicity, disability, or any other protected characteristic (Anti-Discrimination Policy, GRI.HRD.K-09).
- Providing a safe and healthy working environment, including regular health & safety training, PPE distribution, and medical examinations.

Waste Picker Communities

We are committed to the fair treatment of all waste pickers in our collection network, including access to personal protective equipment, safe working conditions, and fair compensation.

Supply Chain and Business Partners

- Expecting all suppliers, aggregators, and business partners to uphold equivalent human rights standards through our Code of Conduct (GRI.HRD.K-01).
- Refusing to work with partners who use forced labour, child labour, or who engage in discrimination or harassment.
- Conducting regular site visits and audits (including SMETA/Sedex) to verify compliance across our supply chain.

Grievance and Remedy

- Operating an accessible, multi-channel grievance mechanism for all workers and stakeholders: verbal (Country Manager), written (grievance boxes at aggregator sites), and email (erlina@greencore-resources.com).
- Ensuring all grievances are treated confidentially and addressed within a defined timeframe.
- Committing to remedy where human rights impacts are identified, including corrective actions and follow-up.

3. Human Rights Due Diligence

In line with the UN Guiding Principles on Business and Human Rights, Greencore Resources is committed to an ongoing process of human rights due diligence. This includes:

- Identifying and assessing actual and potential human rights risks in our operations and supply chain.
- Acting on findings — updating policies, training staff, and engaging with affected communities.

- Tracking and communicating how we address identified risks, including through our annual Verra Monitoring Reports (SEArcular Indonesia Collection & Recycling Project, Project ID 4805).
- Enabling remedy through our grievance mechanism and, where appropriate, external reporting channels.

4. Governance and Accountability

This statement is approved by the Chief Executive Officer of Greencore Resources and is reviewed annually

Reference	Policy	Effective Date
GRI.HRD.K-01	Code of Conduct Policy	1 June 2024
GRI.HRD.K-03	Forced Labour Policy	1 June 2024
GRI.HRD.K-09	Anti-Discrimination Policy	1 June 2024
SMETA Audit	Third-Party Social Audit (Sedex Members Ethical Trade Audit)	October 2025
Verra MP2	SEArcular Indonesia Monitoring Report (Oct 2023–Sep 2024), verified by Control Union	2024

Approval and Signature

This Human Rights Commitment Statement has been reviewed and approved by the Chief Executive Officer.

Max Craipeau

Chief Executive Officer
Greencore Resources Limited

For and on behalf of
GREENCORE RESOURCES LIMITED
馬賴奧(香港)有限公司
Authorized Signature(s)



Signature: _____

Date: __ June 1st, 2026