

# Human Rights Policy

## 1. Introduction

- 1.1. This Human Rights Policy (Policy) has been adopted by the Boards of Directors (the Boards) of Stride Property Limited (SPL) and Stride Investment Management Limited (SIML, together with SPL, Stride) to confirm Stride's commitment to respecting and promoting human rights in all aspects of its business and operations.
- 1.2. Human rights are fundamental civil, political, economic and social rights and freedoms to which every human is entitled and include the right to be treated decently at work, to express opinions and beliefs without fear of recrimination, to have privacy respected, and to be free from harassment, abuse or discrimination.

## 2. Scope

- 2.1. This Policy applies to all persons working for or on behalf of Stride, including all employees, directors, contractors, interns, and consultants (Employees).
- 2.2. This Policy should be read in conjunction with Stride's Code of Ethics, Supplier Code of Conduct, Protected Disclosures Policy, Conflicts of Interest Policy, Modern Slavery Policy, Diversity Policy, Health & Safety Policy, and Sustainability Policy.

## 3. Responsibility

- 3.1. The Boards have overall responsibility for ensuring compliance with this Policy. Management has primary and day-to-day responsibility for implementing this Policy, monitoring its use and effectiveness, and dealing with any queries.
- 3.2. All people working for Stride have a responsibility to support and act consistently with Stride's commitment to upholding and respecting the rights of freedoms of all persons.

## 4. Key Principles

- 4.1. Stride is committed to conducting its business in a manner that prevents and addresses any adverse human rights impacts within its control. To support achievement of this commitment, Stride will:
  - Promote and foster a supportive, inclusive and welcoming workplace environment, creating a workplace free from all forms of discrimination by reason of gender, religious belief, sexual orientation, marital status, ethical belief, colour, race, ethnic or national origin, disability, age, employment status, political opinion, family status, or any other distinguishing factor;
  - Promote and respect freedom of expression without fear of recrimination, and freedom from harassment, abuse or discrimination;
  - Treat all employees with dignity, respect and fairness, ensuring an inclusive, dynamic and welcoming place of work for all employees;
  - Promote a working environment free from all forms of harassment, including sexual and racial harassment, violence and cruel or degrading treatment;
  - Uphold human rights throughout our sphere of influence and avoid being complicit in human rights abuses;
  - Respect employees' freedom of association and right to collective bargaining;
  - Support, uphold and respect all established human rights principles, obligations and labour standards relevant to Stride's business and operations;

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- Prohibit the use of all forms of forced and compulsory labour, including child labour, indentured labour, bonded labour, prison labour, military labour and modern forms of slavery within our operations and our supply chain;
- Ensure offers and provision of employment, promotion, professional development and opportunities are based on merit;
- Treat all people with dignity and respect and comply with all local laws which protect human rights and labour standards;
- Work with suppliers to ensure suppliers meet the standards set out in Stride's Supplier Code of Conduct.

## **5. Compliance**

- 5.1. All Stride Employees must comply with this Policy and are encouraged to raise concerns about any issue or suspicion of an abuse of human rights at the earliest possible stage. Breaches of this Policy may also be reported in accordance with Stride's Protected Disclosures Policy.

## **6. Review of Policy**

- 6.1. The Boards are accountable for approving this Policy and any amendments to it. This Policy was approved in March 2024 and will be reviewed every 24 months.