



Human Rights Policy

Adopted by the Board: 12 February 2016

Aurizon Holdings Limited (the Company)

ACN 146 335 622
Level 8, 900 Ann Street
Fortitude Valley
QLD 4006 Australia

Human Rights Policy

Purpose

Aurizon Holdings Limited and its subsidiaries (collectively the Company) is committed to supporting and respecting the protection of human rights.

Scope

This policy applies to all employees, contractors, directors, officers, agents and representatives of the Company (for the purpose of this Policy, collectively referred to as Employees) whether in Australia or another location.

The Company will, where possible, engage with its joint venture partners, business partners, suppliers, and customers.

Human Rights Policy

The Company commits to support and respect the protection of internationally proclaimed human rights, as set out in the Universal Declaration of Human Rights and the ten principles of the United Nations Global Compact.

This commitment is supported by the Company's Values and Code of Conduct, in particular, the Company's firm commitments to safety, lawful and ethical conduct, respect for others, and to responsibly considering the community and environment in decision making.

Further, various Company policies and guidelines such as the Diversity Policy and Anti-Bribery and Anti-Corruption Policy support the Company's commitment.

Compliance and reporting

The Company will seek to communicate this Policy to customers, suppliers, joint venture partners, business partners and other stakeholders (collectively, Stakeholders), and work with Stakeholders to assess and respond to risks relating to human rights. The Company will undertake due diligence regarding the social impact of the Company's operations, and take steps to modify business processes as appropriate.

The Company will report on its performance under this Policy through a Communication on Progress (COP). The COP may be included in the Company's annual sustainability report.

Breach of this Policy

All Employees must report suspected or actual breaches of this Policy to their manager, or in accordance with the [Whistleblower Policy](#). The Whistleblower Policy provides a mechanism whereby Employees and others can report their concerns.

In the event the Company is made aware of a breach, or potential breach of this policy by a stakeholder it will engage pro-actively with the affected stakeholder (in a framework of dialogue and consultation) to remedy such breaches as required.

Contact

Questions or concerns regarding this Policy should be referred to your manager or HR Business partner.