

# Human Rights Policy Statement



## From Respect to Responsibility

At Curia, we believe that conducting business responsibly means respecting people and the communities we serve. We are committed to protecting, supporting and promoting human rights in our operations and across our business partners.

### Our Commitment:

- Employees have the right to **voluntary employment** in accordance with applicable laws and regulations.
- Curia strictly prohibits the use of **Child Labor** in any form across its operations and supply chain.
- Curia is fully committed to complying with all laws prohibiting **human trafficking and modern slavery**, ensuring our operations are free from exploitative labor practices.
- Curia upholds a zero-tolerance policy for **harassment and discrimination** and is committed to fostering a diverse, equitable and inclusive workplace where all individuals are treated with dignity and respect.
- Curia maintains **safe working conditions, fair wages and reasonable working hours** in compliance with applicable laws.
- Curia supports and respects every employee's right to **freedom of association**, to join or not join employee organization of their choice.

### Human Rights Due Diligence:

- **Curia's internal operations:** Our commitments are reflected in Curia's internal policies and codes of conduct. Regular reviews and assessments are conducted to ensure our practices are aligned with ethical standards. External audits by customers are also conducted.
- **Supply chain operations:** Curia's expectations for suppliers are set in our Code of Conduct and Curia Vendor Guidelines. Curia conducts physical audits of vendor facilities and practices against specific requirements to determine the effectiveness of their EHS programs and their working practices.

**Training and Awareness:** Curia provides regular training to employees, contractors and suppliers to promote awareness of human rights principles and ensure compliance with commitments.

**Governance and Oversight:** Curia's Human Resources Department, Legal & Compliance Team and Leadership conduct periodic reviews to ensure continuous improvement and alignment with evolving standards.

### Reporting

Curia employees may report any violations of this Policy or other concerns to their Manager or Supervisor, Curia's HR or Legal Departments, or through Curia's anonymous Reporting Hotline which is also made available to third parties.

It is the responsibility of all Curia employees and all others working at or visiting our sites to adhere to all aspects of this policy.

Philip Macnabb  
Chief Executive Officer

Mariesa Coppola  
Senior Vice President, General Counsel

Joe Sangregorio  
Chief Human Resources Officer