



FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

Hexstone Limited fully supports the principles as set out in the International Labour Organisation's declaration on Fundamental Principles and Rights at Work as published in 1998 and updated in 2022.

In addition to fully complying with all relevant legislation, Hexstone Limited specifically supports:

1. The right to freedom of association and to collective bargaining;
2. the elimination of all forms of forced or compulsory labour;
3. the effective abolition of child labour;
4. the elimination of discrimination in respect of employment and occupation; and
5. a safe and healthy working environment.

Hexstone Limited has implemented policies and procedures these rights are protected

A handwritten signature in black ink, appearing to be "Ian Doherty", is written over a horizontal line.

Ian Doherty
Chief Executive Officer

18th April 2024