



Human Rights Policy

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CONFIDENTIAL

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1. Purpose

The purpose of this Human Rights Policy (the “Policy”) is to provide guidance as to the commitment of the Quinbrook Group including its related entities (“Quinbrook”) to respecting human rights across its domestic and global operations and its supply chain. Quinbrook has a unique role to play in investing in and fostering ethical business practices that help to eradicate modern slavery and protect human rights.

This Human Rights Policy formalises Quinbrook’s commitment to respect human rights.

2. Definitions

Board	means the Board of Directors of Quinbrook Infrastructure Partners (Jersey) Limited (“Manager”).
Investments	refer to assets managed by the Manager and any of its related entities and affiliates.
Quinbrook	refers to Quinbrook Group and its related corporations and affiliates in any capacity as responsible entity, manager, or advisor for Investments.

3. Scope

This Policy is applicable to:

- Quinbrook Group, and each of its related corporations and affiliates;
- managed funds or other investment vehicles managed or advised by Quinbrook; and
- all Quinbrook management and investment teams, including those located in its international offices.

This Policy will be interpreted subject to local laws and regulations in each jurisdiction. The specific approach to implementation of the Policy across various Investments and as between portfolio companies, may also need to be considered on a case by case basis to comply with relevant local requirements.

4. Policy Responsibility

The Board has delegated responsibility to the Audit, Risk and Compliance Committee (“ARC Committee”) for setting and reviewing this Policy and reporting to the Board on a regular basis.

Oversight and accountability for compliance with this Policy and its revision from time to time is the responsibility of the ARC Committee. The ARC Committee is responsible for adherence to and regularly supporting the review of this Policy and overseeing the implementation of this Policy. The Policy is required to be read and understood by all Quinbrook team members and its implementation will be supported by senior management primarily responsible for each of Quinbrook’s key operating locations: the United States, Australia and the United Kingdom. These correspond with Quinbrook’s key investment regions as at the current date.

5. Commitment to Human Rights

Quinbrook:

- recognises its responsibility, under the UN Guiding Principles on Business and Human Rights, to respect human rights in all areas of its operations;
- respects, at a minimum, internationally recognised human rights, as set out in the International Bill of Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work;
- is committed to the ten principles of the United Nations Global Compact which relate to human rights, labour, environment and anti-corruption, and supports the international agenda to abolish human trafficking, slavery, forced and child labour; and
- supports equal opportunity and treatment for all to ensure the elimination of discrimination throughout its activities and to create a fair and inclusive workplace, engaging a workforce that reflects the local population diversity.

As an investor, Quinbrook:

- is committed to the highest ethical standards and behaviour;
- seeks to identify and understand its connection to human rights risk;
- seeks to adopt strategies and processes to identify, mitigate and address human rights risks in its investment portfolios;
- proactively engages with its portfolio companies on issues related to human rights;
- takes the risk of human rights impacts into account when making investment decisions, including divestment; and
- seeks to use its leverage to influence decision-making in its investments to take into account human rights considerations.

As a purchaser of goods and services, Quinbrook:

- seeks to enter contractual arrangements with suppliers that can comply with and promote the principles contained in this Policy and Quinbrook's Supplier Code of Conduct;
- endeavours to undertake due diligence within its operations and supply chains, to identify and remediate actual or potential adverse human rights impacts which Quinbrook may cause, contribute or be directly linked to;
- will communicate to potential key suppliers that it has a zero tolerance policy with regards to slavery; and
- will work with suppliers to assist them in their understanding of human rights and adoption of best practices to ensure respect for human rights.

As an employer, Quinbrook:

- is committed to providing a workplace where all staff are treated without discrimination or harassment;
- strives to provide working conditions that are safe, healthy and respectful of human rights; and
- is opposed to and will oppose all forms of slavery, forced or compulsory labour and child labour, both within its organisation and within its supply chain.

6. Reporting concerns

Any concerns related to human rights impacts in Quinbrook's operations or in its supply chain should be reported in accordance with Quinbrook's whistleblowing framework. All Team Members are expected to report known or suspected violations of applicable laws, regulations, policies and Quinbrook's broader ethical standards.

7. Remedies

Quinbrook is committed to providing effective remedies where its operations cause or contribute to adverse human rights impacts. Quinbrook will engage directly with affected persons, and work with its business partners and other stakeholders to remediate such impacts and consider how its internal processes can be improved to prevent similar impacts in the future.

8. Policy Updates

This Policy is the primary responsibility of the ARC Committee. It will be reviewed regularly and updated as deemed necessary by the ARC Committee.

Quinbrook Infrastructure Partners
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