

1. Scope

This Human Rights Policy applies to Altium Board members as well as Altium's officers, employees and consultants, whether full or part time or casual, and all persons working for the Altium Group under a contract or a consultancy agreement, wherever located (collectively referred to as 'employees' in this Policy).

Altium's expectations of our Employees is to:

- comply with all applicable laws, including those related to human rights and workplace safety;
- comply with this policy, Altium's Code of Conduct and all Altium policies covering aspects of human rights and ethical behaviour;
- report any suspected breaches of this policy to the Human Resources Team or the Company Secretary; and
- undertake all relevant training on human rights to align with Altium's Environmental, Social and Governance initiatives and commitments.

2. Our position

Respect for human rights is foundational to our business operations and engagement with our customers, suppliers, employees, stakeholders and communities. We are committed to maintaining and improving practices and processes, conducting due diligence and implementing policies and procedures to address any risks to human rights.

3. Our principles

Non-Discrimination and Inclusion

We value diversity and inclusivity in our workforce and throughout our customers, suppliers and other stakeholders as expressed in our Diversity and Inclusivity Policy. We do not tolerate discrimination.

Non-Tolerance of Workplace Bullying and Harassment

We expect our Employees to treat one another with respect and to extend that same dignity to our customers, suppliers and others in our community. We are committed to a workplace free of bullying and harassment.

Workplace Safety

We are committed to providing a safe, healthy and secure work environment for our Employees, suppliers, customers and visitors. We comply with all applicable legal and regulatory requirements and strive towards exceeding these. We aim to operate our business in an environmentally responsible manner.

Employment Conditions and Practices

Employees shall not pay fees to Altium for recruitment or hiring. All employment contracts must be entered into willingly and clearly define the terms and conditions of employment in the employee's native language. Specified working hours will not exceed the maximum set by applicable laws and compensation will comply with applicable wage laws including minimum wages, overtime and legally mandated benefits. We do not employ any individual under the minimum age of work in the country where work is performed.

Freedom of Expression and Personal Privacy

We are committed to the right of privacy and freedom of expression. We work to protect against unauthorized access, use, destruction, modification, or disclosure of personal information and data. We comply with all applicable legal and regulatory requirements and strive towards exceeding these.

We are committed to respecting our customers', team members' and other stakeholders' right to privacy and personal dignity.

Modern Slavery

We do not engage in or support the use of child labour, forced or compulsory labour or other forms of modern slavery in our operations. This includes human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, and deceptive recruitment for labour and/or services. We annually submit a Modern Slavery Statement.

Our Process for Remedy and Grievance

Altium supports open and transparent working relationships where concerns can be safely voiced and investigated. We strongly urge Altium employees and other stakeholders to speak up about issues and concerns at the earliest opportunity.

Employees may report any actual or suspected human rights violations to our Human Resources team. We promptly investigate any allegations of human rights violations and provide opportunities for grievances to be heard with appropriate action taken. In addition, the Whistleblower Policy sets out how employees can raise a concern, including employees right to raise concerns anonymously.

4. Reporting and review

The Board and the Human Resources Committee will be informed of any material breaches of this Policy.

The Human Resources Committee will review this Policy annually and make recommendations for any amendments to the Board.

This Policy is available on the Altium website www.altium.com.au.

APPROVED BY THE ALTIMUM BOARD JULY 2023