

## Oppressive Regimes

We operate in over 50 countries and are represented in several countries that are on human rights risk or watch lists. Our presence in these countries should not be interpreted as supporting governments or regimes involved in human rights abuses. All companies within the Group uphold the Universal Declaration on Human Rights. Our aim is to be a positive influence for good in these countries.

There is necessarily a co-operative working relationship with governments and regulators wherever we operate. We do not have a mandate to intervene beyond our immediate operations or sphere of influence. Despite this we believe we can have a positive influence on human rights by engaging in the debate, providing training and employment and by helping to establish safe and well managed businesses that set a good example. We also believe that where business thrives, living standards rise and society benefits.

Our preference is to stay rather than to disinvest, with the intention of influencing change and promoting good practice. But we will consider our position where the safety of our staff may be compromised, or where it is impossible to operate in accordance with established business policies, practices and code of conduct.