



## Human Rights Policy

Our Organisation recognizes the valuable role that business can play in the long-term protection of human rights. Our organization is committed to respecting the human rights of our workers, communities, and those effected by our organizations wherever we do business (including our contractors and suppliers) in line with an internationally recognized framework.

Our commitments entail respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing, and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

Our company endeavors to achieve our commitment by:

Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements the company's sustainability framework:

- Undertaking an interactive, due diligence process, the focus of which is identifying, assessing, and managing potential risks and impacts.
- Aligning our existing policies, processes, and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous people, land acquisition, supply chain, and security management
- Promoting awareness of human rights with employees at various levels of our operations through training and communication.
- Engaging with stakeholders in an inclusive, transparent, and culturally appropriate manner on human rights concerns related to our business activities
- Valuing diversity, equal opportunity, and the need to consider the rights of vulnerable groups such as indigenous people, women, migrant workers, and other minorities
- Prohibits all forms of harmful child labour, forced/trafficked labour, discrimination, and harassment
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner
- Influencing our contractors, suppliers, and other organizations with whom our organization has leverage to adopt our sustainability framework and to encourage and support the development of equivalent management systems;

- Developing goodwill, creating sustainable employment, and stimulating economic opportunities in the communities that host our activities
- Establishing clear accountability by assigning adequate resources and responsibilities for the effective management of human rights risks.
- Continually improving human rights performance by sharing good practices and learning, setting, and reviewing targets, and monitoring, reporting, and disclosing performance.

This policy shall be reviewed periodically for its suitability and updated as necessary