



Symphony Limited

Human Rights Policy

I. PURPOSE

Symphony Limited (the “Company”) is committed to respecting the human rights of its workers, communities and those affected by it wherever the Company does business (including its contractors and suppliers) in line with an internationally recognised framework.

II. SCOPE

This policy applies to all employees including contractual employees / workers of the Company.

III. POLICY

- ✓ Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements in 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 the Company’s existing policies, processes, and activities with its 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 the human rights with employees at various levels of its operations through training and communication.
- ✓ Engaging with stakeholders in an inclusive, transparent, and culturally appropriate manner on human rights concerns related to its 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 its contractors, suppliers, and other organisations with whom the Company has leverage to adopt its 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 the Company’s 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.

IV. REVIEW OF THIS POLICY

The Company will regularly review and update this policy as needed to ensure it remains aligned with best practices and legal requirements.
