

Human Rights Policy

Purpose

As a leading Australian mining services and resource development company, Mineral Resources Limited (MRL) is committed to upholding and respecting fundamental human rights in its operations and supply chain.

This Policy outlines MRL's commitment to human rights and our joint responsibility to ensure that our business activities respect the rights and dignity of all people.

Scope

This Policy applies to all MRL Stakeholders, defined for this purpose as employees (including contractors and consultants) and Directors for all entities within the MRL Group.

Our Commitment

We commit to:

- Conduct our business in a manner that upholds and respects human rights and complies with all legal requirements
- Respect internationally recognised human rights principles, including those contained in the *United Nations Universal Declaration of Human Rights* and the *United Nations Declaration on the Rights of Indigenous Peoples*
- Foster diversity and inclusion at all levels of the organisation regardless of gender identity, nationality, marital or family status, sexual orientation, age, disability or impairment, ethnicity, cultural background, religious beliefs, political conviction, union membership, socio-economic background, perspective and experience
- Allow the freedom of association and collective bargaining
- Prohibit any form of forced labour, including child labour, slave labour and human trafficking
- Work to comply with our obligations under the *Modern Slavery Act 2018 (Cth)* by undertaking risk assessments to identify those parts of our business and supply chains where there is a risk of modern slavery practices and take necessary action to address those risks
- Make contractual commitments with suppliers that encourage them to adhere to MRL's Supplier Code of Conduct
- Work to align our business activities with Guiding Principles contained in the *United Nations Guiding Principles on Business and Human Rights*
- Communicate this Policy and our commitment to human rights to all stakeholders, including employees, contractors and suppliers
- Educating our employees and stakeholders on the role they play in MRL's commitment under this Policy
- Prohibit any form of retaliation, discrimination, harassment or intimidation against any person reporting, in good faith, a breach or suspected breach, of this Policy.

Breaches of this Policy should be reported to your supervisor, manager or through the Mineral Resources confidential independent whistleblowing service, MinRes Integrity Assist, which provides an avenue for serious concerns to be reported. Details of this service are available at www.minresintegrity.deloitte.com.au

Our Goals

MRL aims to uphold and respect fundamental human rights in its operations and supply chain.

Our Responsibility

MRL shall continue to take a proactive approach towards upholding and respecting fundamental human rights in its operations and supply chain.

Leaders at all levels in the group are required to communicate this Policy to all employees, contractors and visitors and involve them in its implementation. MRL Stakeholders have a responsibility to comply with the principles of this Policy and any associated policies, procedures or processes.

Related Documents

Refer to Governance Section of Mineral Resources Limited's website

Document Name
Code of Conduct and Business Integrity
Supplier Code of Conduct
Whistleblower Policy
Whistleblower Procedure
Diversity and Inclusion Policy
Anti-Bribery and Corruption Policy

Review of Policy

This Policy will be periodically reviewed, revised and re-published where necessary to ensure that it remains relevant and appropriate to MRL's activities.



Derek Oelofse
Group Financial Controller and Company Secretary
30 June 2020