

RESPONSIBLE PRODUCTION POLICY

PURPOSE

As a leading Australian mining services and resource development company, Mineral Resources Limited (MRL) is committed to operating ethically and with integrity.

While MRL does not operate in any high-risk or conflict affected areas, we recognise that there may be a risk of significant adverse impacts associated with extracting, trading, handling and exporting minerals from conflict-affected and high-risk areas. MRL has a responsibility to respect human rights and not contribute to conflict. This Policy outlines MRL's commitment to responsible production of minerals.

SCOPE

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

OUR COMMITMENTS

Should MRL ever source or operate in a conflict-affected and high-risk area, we commit to:

- ▶ Preventing adverse human rights impacts from occurring, and where this is not immediately possible, design strategies to mitigate human rights risks
- ▶ Refrain from any action which contributes to the financing of conflict
- ▶ Comply with relevant United Nations sanctions resolutions or, where applicable, domestic laws implementing such resolutions
- ▶ Not tolerate, profit, contribute or commission any serious abuses associated with the extraction, transport or trade of minerals. Serious abuses include:
 - any forms of torture, cruel, inhuman and degrading treatment
 - any forms of forced or compulsory labour, which means work or service which is exacted from any person under the menace of penalty and for which said person has not offered themselves voluntarily
 - the worst forms of child labour¹
 - other gross human rights violations and abuses such as widespread sexual violence
 - war crimes or other serious violations of international humanitarian law, crimes against humanity or genocide.
- ▶ Not tolerate any direct or indirect support to non-state armed groups through the extraction, transport, trade, handling or export of minerals
- ▶ Where we identify that a reasonable risk exists that we are sourcing from, or linked to, any party providing direct or indirect support to non-state armed groups we will immediately devise, adopt and implement a risk management plan with upstream suppliers and other stakeholders where practicable, to prevent or mitigate the risk. We will continue to pursue risk mitigation efforts while continuing trade. If after six months from the adoption of the risk management plan, our mitigation attempts have failed we will suspend or discontinue engagement with upstream suppliers
- ▶ Where we or any company in our supply chain contract public or private security forces, we commit to or we will require that such security forces will be engaged in accordance with the *Voluntary Principles on Security and Human Rights*.

¹ ILO Convention No. 182 on the Worst Forms of Child Labour (1999)

- ▶ Not offer, promise, give or demand any bribes, and will resist the solicitation of bribes to conceal or disguise the origin of minerals, to misrepresent taxes, fees and royalties paid to governments for the purposes of mineral extraction, trade, handling, transport and export
- ▶ Support efforts, or take steps, to contribute to the effective elimination of money laundering
- ▶ Ensure that all taxes, fees, and royalties related to mineral extraction, trade and export from conflict-affected and high-risk areas are paid to governments.

OUR GOALS

MRL will engage in responsible production and sourcing to minimise the risk of significant adverse impacts associated with extracting, trading, handling and exporting minerals from conflict-affected and high-risk areas.

OUR RESPONSIBILITY

MRL will continue to take a proactive approach to ensure that it operates ethically and with integrity. MRL stakeholders have a responsibility to comply with the principles of this Policy and any associated policies, procedures or processes.

All MRL stakeholders have a responsibility to report suspected breaches of this Policy to their 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.

RELATED DOCUMENTS

- ▶ Refer to Mineral Resources Limited's website.

Document Name
Code of Conduct and Business Integrity
Supplier Code of Conduct
Whistleblower Policy
Whistleblower Procedure
Community Policy
Anti-Bribery and Corruption Policy
Human Rights 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
 28 October 2021