

HUMAN RIGHTS POLICY

PURPOSE

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

This Policy outlines MinRes' 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 MinRes Stakeholders, defined for this purpose as employees, contractors, consultants, suppliers, business partners and Directors for all entities within the MinRes Group.

OUR COMMITMENT

We commit to:

- ▶ Conduct our business in a manner that upholds and respects human rights and complies with all applicable legal requirements.
- ▶ Respect internationally recognised human rights, including those contained in the *United Nations Universal Declaration of Human Rights*, the *United Nations Declaration on the Rights of Indigenous Peoples* and the *International Labour Organization's Declaration on Fundamental Principles and Rights at Work*.
- ▶ Recognise and respect access to fundamental human rights including access to necessities such as food, water, shelter, healthcare, education, sanitation, energy and a clean and safe environment.
- ▶ Protect and promote human rights 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.
- ▶ Acknowledge and respect the principle of Free, Prior and Informed Consent (FPIC) and strive to consider this across all our current and future operations and in accordance with applicable Australian laws,
- ▶ Make contractual commitments with suppliers that encourage them to adhere to the MinRes Supplier Code of Conduct.
- ▶ Operate in a manner consistent with the *United Nations Global Compact's Ten Principles* and work to align our business activities with Guiding Principles contained in the *United Nations Guiding Principles on Business and Human Rights* and *Voluntary Principles on Security and Human Rights*.
- ▶ Comply with all applicable human rights laws and regulations and where differences exist between MinRes Policies and local laws or regulations, apply the higher standard.
- ▶ Educate our employees and stakeholders on the role they play in MinRes' commitment under this Policy and provide ongoing training opportunities to promote understanding and awareness of human rights, including modern slavery.
- ▶ Establish and maintain internal accountability standards and procedures for employees and stakeholders, to ensure compliance with human rights across all operations.

- ▶ Recognize and respect the rights of the individual and varied communities in which we operate, including vulnerable groups¹ that may be affected by our operations, and seek to engage with them to identify potential human rights impacts and the appropriate steps to avoid and mitigate them.
- ▶ Communicate this Policy and our commitment to human rights to all MinRes Stakeholders on the role they play in MinRes' commitments 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 or cooperating with an investigation.
- ▶ Continuously assess the human rights context of our operations and work to address risk of our operations causing, contributing or being directly linked to Modern Slavery.
- ▶ Treat grievances and disputes seriously, promptly, and sensitively, with due regard for procedural fairness and confidentiality in accordance with our external grievance mechanisms.
- ▶ Provide appropriate access and support remediation when we identify that we have caused or contributed to adverse impacts in our operations and/or to the communities in which we operate.
- ▶ Engage and work collaboratively with relevant authorities in relation to any allegations of human rights at our operations or along our supply chain and with any processes required to enable the remediation of any adverse human rights impacts MinRes may have inadvertently caused or contributed towards.
- ▶ Immediately suspend or discontinue involvement with any public or private security forces identified as being credibly engaged in violating human rights, disregarding international humanitarian laws, or employing excessive force.

MinRes adopts the UN Guiding Principles Reporting Framework and will use this framework to monitor and report our progress annually through our annual sustainability reporting program and Modern Slavery Statement.

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

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

OUR RESPONSIBILITY

MinRes 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 MinRes are required to communicate this Policy to all MinRes Stakeholders and to involve them in its implementation.

MinRes stakeholders have a responsibility to comply with the principles of this Policy and any associated policies, procedures, or processes.

RELATED DOCUMENTS

Code of Conduct & Business Integrity

Supplier Code of Conduct

Whistleblower Policy

Whistleblower Procedure

Diversity and Inclusion Policy

Responsible Production Policy

Anti-Bribery and Corruption Policy

REVIEW OF POLICY

This Policy will be reviewed at least annually, revised and re-published where necessary to ensure it remains relevant and appropriate to MinRes' activities.



Derek Oelofse
Group Financial Controller and Company Secretary
29 June 2023