



## HUMAN RIGHTS POLICY

Our approach to human rights is underpinned by our principles and core values, and the commitments we make to stakeholders. We protect and uphold fundamental human rights at all our operations and projects, by conducting ourselves and our business with due care.

We respect the rights and interests of the communities in which we operate, by consulting with the communities that host us to minimise and compensate for the adverse social impacts.

We care about our impact on our colleagues and the community.

We will:

- Respect the diverse cultures and heritages of local communities;
- Respect the rights of indigenous peoples;
- Respect that all employees have a right to reasonable work conditions;
- Not use forced, compulsory or child labour;
- Not tolerate harassment or adverse discrimination.

In addition, our activities will be guided by:

- The International Bill of Rights (including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights); and
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work (which contains the eight core conventions of the ILO, including freedom of association and the right to collective bargaining).

**GEOFF JONES**  
**MANAGING DIRECTOR**

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