

# HUMAN RIGHTS POLICY

## PURPOSE

As a leading Australian mining services and resource development company, Mineral Resources Limited (MRL) is committed to upholding and respecting internationally recognised 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, contractors, 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*, the *United Nations Declaration on the Rights of Indigenous Peoples* and the *International Labour Organization's Declaration on Fundamental Principles and Rights at Work*.
- ▶ 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
- ▶ Acknowledge and respect the human rights 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 MRL's Supplier Code of Conduct
- ▶ Operate in a manner consistent with the *United Nations Global Compact's Ten Principles* particularly in the areas of human rights, labour, the environment and anti-corruption and work to align our business activities with Guiding Principles contained in the *United Nations Guiding Principles on Business and Human Rights*
- ▶ Comply with all applicable human rights laws and regulations and where differences exist between MRL Policies and local laws or regulations, apply the higher standard
- ▶ Educate our employees and stakeholders on the role they play in MRL's commitment under this Policy
- ▶ Recognize and respect the rights of local communities and Indigenous communities 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 MRL Stakeholders on the role they play in MRL's 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
- ▶ Engage and work collaboratively with relevant authorities in relation to any allegations of human rights at our operations or along our supply chain and to any processes required to enable the remediation of any adverse human rights impacts MRL may have inadvertently caused or contributed towards

MRL 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](http://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 MRL Group are required to communicate this Policy to all MRL Stakeholders to 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

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Code of Conduct & Business Integrity

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Supplier Code of Conduct

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Whistleblower Policy

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Whistleblower Procedure

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Diversity and Inclusion Policy

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Anti-Bribery and Corruption Policy

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## 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 MRL's activities.



Derek Oelofse  
**Group Financial Controller and Company Secretary**  
31 March 2022