



Human Rights Policy

Ora Banda Mining Ltd (**Company**) and its subsidiaries (collectively, **OBM**) understand our responsibility to respect and uphold universal human rights and are committed to promoting principles of human rights for all people (including Indigenous peoples), protecting against breaches of human rights and eliminating modern slavery.

Human rights are the universal political, civil, economic, labour, social and cultural rights and freedoms to which all people are entitled, without discrimination.

This Human Rights Policy (**Policy**) outlines our approach towards upholding human rights throughout OBM's operations and sphere of influence, including in our supply chains.

This Policy applies to all employees, contractors, consultants, officers, managers and the directors of OBM, and OBM-owned and managed assets and projects.

As a company we will:

- Operate in a manner consistent with internationally recognized human rights including:
 - the International Bill of Human Rights
 - the United Nations Universal Declaration of Human Rights
 - the UN Declaration of Rights of Indigenous Peoples
 - the ILO Declaration on Fundamental Principles and Rights at Work
- Respect the traditions, cultures, rights, perspectives and aspirations of Indigenous Peoples
- Aim to identify and manage risks to people who may be impacted by our operations and to engage in early, meaningful and ongoing discussion with people whose human rights may be impacted by our operations
- Work with our business partners to identify, assess and take appropriate action concerning human rights risks in our business and supply chain
- Reject the use of all forms of slavery, forced labour, human trafficking and deceptive recruiting of labour or services
- Recognise that all employees and contractors have the right to a safe and secure workplace and fair pay for fair work.
- Encourage and support reporting of potential breaches of this Policy and provide mechanisms to report via the Whistleblower Policy and our Code of Conduct.
- Investigate alleged human rights abuses and take appropriate action regarding potential breaches.
- Have a zero tolerance policy towards any form of human rights breaches.
- Provide resources and training on human rights education / anti-discrimination matters, the importance of diversity, equity and inclusion.
- Comply with all applicable legislative and regulatory requirements including the *Modern Slavery Act 2018 (Cth)*.

It is the responsibility of all OBM employees, contractors, consultants, officers, managers and the directors of OBM to:

- Report events, situations or activities that do not comply with or do not uphold the principles set out in this Policy.
- Manage human rights-related risks associated with OBM's operations within each stakeholder's sphere of influence.
- At all times, comply with and uphold the principles set out in this Policy, as well as OBM's related policies.

This Policy will be periodically reviewed by the Company to ensure it adheres to community expectations and remains appropriate to OBM's operations at all times.