



Human Rights Policy

Approved by the Board with effect 30 September 2024

Strickland Metals Limited and all of its wholly owned subsidiaries (**Company**) is committed to upholding the fundamental human rights. The Company acknowledges human rights as a legitimate set of moral principles which every human being is inherently entitled to, regardless of their personal, social, economic, cultural or geographic circumstances.

As part of its commitment to be a responsible business, Strickland recognises its role in respecting the human rights of its stakeholders and Strickland will:

- (a) comply with the United Nations Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights;
- (b) respect Indigenous People, their culture and connection to land and waters as guided by the United Nations Declaration on the Rights of Indigenous Peoples;
- (c) not tolerate human rights abuses, forced labour or servitude in all its forms. The Company will endorse and comply with its obligations under the *Modern Slavery Act 2018 (Cth)* and will ensure its supply chain does not involve violation of human rights;
- (d) recognise that all employees and contractors have the right to fair pay/minimum wage, and are free to associate;
- (e) not tolerate discrimination in all its forms including gender, race, disability, ethnicity, nationality, religion, sexual orientation, gender identity, or gender expression.
- (f) promote physical and psychological safety in its workplaces, and encourage and support reporting of human rights violations including assault, harassment and discrimination;
- (g) adopt business practices which are consistent with its values to promote and uphold the rights and dignity of all people;
- (h) provide accessible grievance mechanisms for individuals or communities to raise concerns; and
- (i) ensure personnel engaged in providing security services in our workplaces respect human rights as guided by the Voluntary Principles on Security and Human Rights.

The Company's Policy on Human rights is supported by a number of the Company's corporate governance policies including:

- (i) Code of Conduct;
- (ii) Anti-Bribery & Anti-Corruption Policy;
- (iii) Equal Employment Opportunity Policy;
- (iv) Whistleblower Policy;
- (v) Risk Management Policy; and
- (vi) Diversity Policy.

This policy applies to all people employed by the Company, its subsidiaries, contractors and suppliers interacting in or within its business.