

# HUMAN RIGHTS POLICY

## 1. PURPOSE

BCI Minerals Limited and its wholly owned subsidiaries (**BCI** or **Company**) are committed to respecting the human rights of all people who are directly or indirectly involved in the business and operations of our Company. In support of this commitment, BCI seeks to ensure that the human rights set out in the International Bill of Rights<sup>1</sup> and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work<sup>2</sup> are considered and respected through our policies, our decisions and our behaviours.

## 2. POLICY STATEMENT

We will:

- Respect the human rights set out in the International Bill of Human Rights and the Declaration on Fundamental Principles and Rights at Work. This will include respecting the human rights of our employees, the workforce of our contractors, the traditional owners whose land and water may be impacted by our operations, the persons who live and work in the communities near which we operate, and the persons impacted by our supply chain activities.
- Comply with all applicable laws and regulations which protect human rights.
- Ensure that our policies and procedures reflect our commitment to respect human rights. Our human rights commitments are embedded within multiple policies and procedures including those related to health and safety, the environment, communities, cultural heritage and diversity, equity and inclusion.
- Reject any form of slavery, forced or child labour, and work to ensure that such practices are not present in our business or our supply chain.
- Respect the principle of free, prior and informed consent.
- Undertake regular engagement with BCI's stakeholders to identify those activities of the Company and its business partners that could adversely impact human rights, and to understand how to prevent and mitigate those adverse impacts.
- Develop a human rights risk register to record the identified human rights risks with corresponding preventions and mitigations.
- Seek to identify opportunities to contribute to the positive realisation of human rights.

---

<sup>1</sup> The "International Bill of Human Rights" consists of the Universal Declaration of Human Rights and the main instruments through which it has been codified: the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.

<sup>2</sup> In considering these principles and rights, BCI is guided by the ILO's eight fundamental conventions which comprise:

- The Forced Labour Convention, 1930 (No. 29)
- The Abolition of Forced Labour Convention, 1957 (No. 105)
- The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- The Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- The Equal Remuneration Convention, 1951 (No. 100)
- The Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- The Minimum Age Convention, 1973 (No. 138), and
- The Worst Forms of Child Labour Convention

- Communicate to BCI’s business partners our expectation that they will respect human rights and comply with applicable laws and regulations that protect human rights.
- Ensure that our suppliers and contractors are aware of and comply with BCI’s human rights commitments through the use of contractual requirements and procurement processes.
- Take action if any of our business partners are not respecting human rights. Such action may include working with suppliers to improve their human rights commitment, or to terminate contracts if a business partner does not take corrective action where BCI believes that human rights are being breached.
- Encourage our personnel and those of our business partners to report any actual or suspected breaches of this policy.
- Ensure that all BCI employees are aware of the contents of this policy and the expectation that they must adhere to this policy and the human rights commitments recorded in other BCI policies and standards.
- Provide training and education where appropriate to assist BCI employees to understand the potential human rights impacts that may arise from BCI business decisions and operations.
- Track and measure our progress in our commitment to human rights, and to report annually on this progress in BCI’s Sustainability Report.
- Make this policy available to the public.

### 3. POLICY STATEMENT

Respect for human rights is embedded in other BCI policies and procedures, including:

- (a) BCI Vision and Values
- (b) Anti-Bribery and Corruption Policy
- (c) People Policy
- (e) Privacy Policy
- (f) Whistleblower Policy
- (j) Health and Safety Policy
- (k) Environment Policy
- (l) Community Policy
- (m) Diversity, Equity and Inclusion Policy
- (n) Cultural Heritage Policy

### DOCUMENT CONTROL

Version	Date	Description	Author	Approver
0	24/08/2022	Issued for Use	E. Shaw	Board