

## Modern Slavery & Human Rights Policy

At Ramelius, we strive to uphold fundamental human rights and freedoms of all people. We recognise our business can have an impact on human rights and that we have a role to play in safeguarding such essential freedoms. This includes taking steps to address the risks of modern slavery in our operations.

We are committed to respecting and advancing all human rights, and preventing modern slavery by:

- understanding and complying with all relevant laws, customs and norms relating to human rights and modern slavery, including the Universal Declaration of Human Rights and *Modern Slavery Act 2018* (Cth)
- ensuring appropriate awareness and training of our directors, employees and contractors (**Ramelius Personnel**)
- embedding our commitments in our internal controls
- engaging with our suppliers and other stakeholders on our policy requirements

We acknowledge the basic rights that people from around the world including the right to life, the right to a fair trial, freedom from torture and other cruel and inhuman treatment, freedom of speech, freedom of religion, and the rights to health, education and an adequate standard of living. Modern slavery, where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom, is an inherent global problem and we must act to understand, manage and report on our contribution to preventing this.

It is expected that the Ramelius Personnel will when required:

- engage in training and education to understand and address human rights and modern slavery issues and approaches to managing these
- review existing and new operations to identify, avoid and manage issues and potential human rights and modern slavery risks
- communicate and uphold our expectations with respect to human rights and modern slavery to our supply chain providers
- periodically report publicly on our approach, actions and achievements
- comply with our obligations and commitments
- report any failure to meet these policy requirements for appropriate remedial action

Mark Zeptner  
Managing Director  
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