



POLICY HUMAN RIGHTS

Western Areas Ltd (WSA) is committed to upholding the Human Rights of all stakeholders we engage with in our business. We strive to recognise and respect the rights and dignity of all people and to uphold ethical practices within our workplaces and supply chains.

WSA values leading by example, acting with integrity and fostering an ethical culture where everyone embraces a sense of personal responsibility for doing the right thing in the right way. Respecting human rights across all our business activities helps to uphold our core values which underpin our vision of creating long term, sustainable value for all our stakeholders.

Our approach is inclusive of the internationally recognised human rights set out in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. We also recognise that in specific circumstances other international human rights laws, voluntary principles and guidelines for business may support our decisions on how we best respect the rights of vulnerable populations or other rights.

WSA understands that human rights due diligence is an ongoing process, one which is embedded in the risk and procurement processes of our business. As such, we are putting into place appropriate systems and controls to identify and assess our human rights risks and integrate those findings to manage them effectively.

WSA is committed to working closely with our stakeholders to identify and understand our impacts, to mitigate negative impacts and enhance positive ones. Our primary objectives are:

- Promote a workplace culture which encourages diversity and inclusion which is free from any form of unlawful discrimination or harassment,
- Recognise and respect the culture and heritage of the communities in which we operate and to work with community stakeholders in an open, transparent and collaborative manner to ensure we continue to deliver positive outcomes for all members of these communities,
- Not tolerate any form of forced labour or servitude including child labour and human trafficking,
- Work with consultants and contractors who embrace similar human rights standards,
- Comply with our legal statutory requirements with regards to all aspects of human rights including the **Modern Slavery Act 2018 (Cth)**.

All employees, contractors, consultants and suppliers operating in or for WSA workplaces are required to familiarise themselves with WSA Policies and Procedures and to ask questions when not sure about any aspect of the expected workplace behaviour and environment.

A handwritten signature in black ink that reads "DR Lougher".

Dan Lougher
Managing Director

5/10/2020