

# Human Rights Policy

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## 1. APPLICABILITY

A reference to **Deep Yellow** in this Policy is a reference to:

- (a) Deep Yellow Limited ABN 97 006 391 948 (**Company**) and each of its subsidiaries (together the Group); and
- (b) any joint ventures under a Group company's operational control.

This Policy applies to all directors, officers, employees, consultants, and contractors of Deep Yellow (**Personnel**).

This Policy also applies, as far as is reasonably achievable, to Deep Yellow's service providers, suppliers, and third-party contractors (**Third Parties**).

All Personnel and applicable Third Parties will be provided with access to a copy of this Policy via the Company's [website](#). Training or awareness sessions on this Policy will be held from time to time, as required. This Policy should be read in conjunction with the Company's [Code of Conduct](#), [Community Relations Policy](#) and [Diversity Policy](#), all of which are available on the Company's [website](#).

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## 2. PURPOSE AND OBJECTIVES

Deep Yellow is committed to respecting human rights throughout its business, and to upholding the laws and regulations of the countries in which it operates.

Human rights are fundamental principles of personal dignity and universal equality. Respect for human rights fosters social progress, better standards of life and greater freedom for individuals.

The purpose of this Policy is to provide a framework for Deep Yellow to help protect the human rights of its stakeholders, and to prevent human rights violations from occurring at Deep Yellow's operations.

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## 3. STRATEGY

Deep Yellow commits to:

- (a) respect the rights and dignity of employees, contractors, partners, local communities, and those affected by Deep Yellow's business;
- (b) provide equal opportunity and an environment free from discrimination including support for the principles of freedom of association and collective bargaining;

- (c) not condone or used forced, compulsory or child labour. Deep Yellow endorses the *Modern Slavery Act 2018* (Cth) and reflects its principles in its Supplier Code of Conduct;
- (d) protect personnel and assets in a secure environment in which business operations can be conducted successfully; and
- (e) identifying, assessing (including measuring where applicable) and managing all human rights risks and impacts related to its operations.

Deep Yellow supports and respects the following international guiding documentation and seeks to conduct its business in accordance with the spirit and intent of them:

- (a) The International Bill of Human Rights.
- (b) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
- (c) The UN Global Compact.
- (d) OECD Guidelines for Multinational Enterprises.
- (e) UN Guiding Principles on Business and Human Rights.
- (f) The Voluntary Principles on Security and Human Rights (Extractive Sector).
- (g) Equator Principles.
- (h) UN Declaration on the Rights of Indigenous Peoples.

Deep Yellow is committed to the principles contained in the Mineral Council of Australia's Enduring Value Framework and supports the guiding documentation of the various industry associations and Chambers of which it is a member.

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## 4. RESPONSIBILITIES

### 4.1 CEO

The Managing Director/Chief Executive Officer of the Company (**CEO**) is accountable to the Company's board of directors (**Board**) for ensuring this Policy is effectively implemented.

The CEO is also responsible for investigating and resolving all reported grievances and allegations concerning human rights.

### 4.2 Personnel and Third Parties

Personnel and any Third Parties have a shared responsibility to make sure Deep Yellow meets the objectives of this Policy and must comply with the terms of this Policy and communicate any human rights incidents to management.

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## 5. REVIEW

The Board will review this Policy at least annually and update it as required.