



# MAKING A DIFFERENCE



## HUMAN RIGHTS POLICY

IGO is dedicated to upholding the fundamental human rights of all people we engage with in our business. We aspire to be a business that recognises and respects the rights and dignity of all people by implementing standards and procedures that aim to stamp out unethical practices within our global supply chain.

### Scope

IGO is committed to ensuring all our people are free to work in an inclusive environment regardless of race, religion, marital status, political beliefs, or experience.

### Policy Statement

IGO will:

- Observe basic human rights recognised in the Universal Declaration of Human Rights.
- Champion and promote a workplace culture that encourages diversity and inclusion without regard to factors such as sex, marital status, race, impairment, religion, political beliefs, or social preference.
- Recognise and respect Aboriginal cultural heritage and work with Aboriginal communities affected by our operations 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 modern slavery, including forced labour, servitude, child labour, or human trafficking.
- Commit to a continuous improvement approach to meeting our modern slavery risk identification and management obligations under the Modern Slavery Act 2018 and working with our suppliers to address modern slavery risks in their operations and supply chains.
- Prohibit all forms of corruption and bribery as well as all forms of retaliation, discrimination, harassment, or intimidation against any person reporting a breach of this Policy.
- Focus on continued learning and development for all employees to ensure our business practices are consistent with our values to promote and uphold the rights and dignity of all people.

### Responsibilities

The IGO Board and Executive Leadership Team have ultimate oversight for the implementation of this Policy. All IGO employees, contractors, subcontractors, and suppliers have a shared responsibility to ensure that we uphold these fundamental human rights.

A handwritten signature in black ink, appearing to read 'Ivan Vella'.

Ivan Vella  
Managing Director and CEO  
IGO Limited