



MAKING A DIFFERENCE



HUMAN RIGHTS POLICY

IGO is committed to upholding internationally recognised human rights, recognising them as essential to responsible business practices and to maintaining the trust of our stakeholders.

Scope

This Policy applies to all IGO employees and others as notified by the Company.

Policy Statement

When engaging with people through our business activities, IGO is committed to:

- Observing and respecting all human rights recognised in the International Bill of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.
- Operating in alignment with the United Nations (UN) Global Compact Principles and working towards alignment with the UN Guiding Principles on Business and Human Rights.
- Establishing due diligence processes to identify, assess and address actual and potential salient human rights impacts associated with our operations and business relationships.
- Complying with local minimum age employment laws or ILO Convention 138, whichever is the higher standard, and prohibiting individuals under 18 in 'hazardous work', per ILO Convention 182.
- Complying with the Australian *Modern Slavery Act 2018 (Cth)* and rejecting any form of modern slavery, including human trafficking and slavery-like practices such as forced labour, forced marriage, servitude, debt bondage, deceptive recruiting or the worst forms of child labour (as defined by ILO Convention 182) in our operations and supply chain.
- Respecting the rights of our employees, including freedom of association and collective bargaining.
- Providing safe, healthy and respectful working conditions - free from bullying, harassment and discrimination - including flexible work arrangements where operationally feasible.
- Promoting a workplace culture that encourages diversity and inclusion regardless of gender or gender identity, marital or family status, sexual orientation, race or cultural background, disabilities or impairment, religious or political opinions, age, family or domestic responsibilities.
- Being guided by the aims of the UN Declaration on the Rights of Indigenous Peoples, and respecting the rights, cultures, statutory and customary land tenure of the communities where we operate.
- Recognising and respecting the right to a clean, healthy and sustainable environment through responsible environmental management and transparent stakeholder engagement.
- Maintaining accessible and transparent grievance mechanisms to raise human rights concerns and facilitate timely resolution.
- Monitoring and reporting performance, while promoting training, awareness and continuous improvement.

Responsibilities

The IGO Board and Executive Leadership Team are ultimately accountable for human rights performance. All employees, and other parties notified of this policy, share responsibility for compliance.

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

Ivan Vella
Managing Director and CEO
IGO Limited