

HUMAN RIGHTS POLICY

Hawsons Iron Limited (HIO) is committed to respecting human rights and believes that all people should be treated with dignity and respect, in line with our values. HIO seeks to create positive social impacts by mitigating human rights related risks and promoting respect for human rights across our operations and activities.

As a part of our commitment to respecting human rights, Hawsons will:

- Treat our employees fairly and without harassment or discrimination, and promote diversity in the workplace;
- Respect the human rights of the communities in which we operate;
- Recognise the rights of Indigenous Peoples in line with the *United Nations Declaration on the Rights of Indigenous Peoples* and acknowledging their connections to lands and waters and respecting their culture;
- Work to align our business activities and practices with the *United Nations Guiding Principles on Business and Human Rights*;
- Recognise the rights of our employees to allow freedom of association and collective bargaining;
- Take actions to facilitate the prevention of work-related risks and health hazards;
- Reject any form of slavery, forced or child labour, and work to ensure that such practices are not present in our business or our supply chain;
- Through appropriate due diligence, seek to avoid knowingly engaging in business activities where it could be complicit in human rights abuses, including *Modern Slavery Act 2018(Cth)* requirements;
- If Hawsons discovers that it is (or may be) associated with human rights violations, appropriate action will be taken in a timely manner;
- Proactively engage with stakeholders on human rights issues and provide an easily accessible complaints mechanism to resolve grievances in a timely manner; and
- Communicate this policy and our commitment to human rights to all stakeholders, including employees, contractors and suppliers, and those working within our supply chains, and provide human rights training to relevant employees.

Respect for human rights is embedded in other Hawsons policies and management systems, including the Corporate Code of Conduct and Diversity Policy.

Suspected or actual breaches of this policy should be reported to a supervisor, a Senior Executive Team member or through the Whistleblower Policy, which facilitates anonymous reporting via an external service provider.

The Risk Committee will review the effectiveness of Hawsons Human Rights Policy.

This policy will be reviewed periodically to ensure it remains relevant to the needs of Hawsons and its stakeholders.

Updated: December 2021