**Introduction**

Through proactive due diligence aligned with the UN Guiding Principles on Business and Human Rights we seek to avoid adverse human rights impacts and involvement in the adverse impacts caused by others. We are committed to providing access to effective remedy in the event that we cause or contribute to an adverse impact. Our ongoing work is to implant human rights considerations in all relevant business decisions. This commitment applies globally to our own operations, our products and services, and our business relationships, including our supply chain. In addition, we will continue to look for ways to promote and advance human rights within its area of influence.

**Purpose Statement**

The Human Rights Policy explains the fundamental elements of the Group’s approach to human rights and how the Group demonstrates its commitment to respect human rights in line with the Universal Declaration of Human Rights and other international frameworks.

**Applicability and Scope Statement**

The Company respects and supports the dignity, well being and human rights of our employees, the communities in which we live and those affected by our operations.

**Effective Date**

October 2015

**Responsibility Statement**

Wherever we operate, we engage with communities to understand the social, cultural, environmental and economic implications of our activities. We provide communities with easily accessible complaints mechanisms and we listen to and take actions to address complaints. We work to optimise the benefits and reduce the negative impacts of our activities, both for local communities and the countries where we operate.

**Policy Statement**

‘’’Our approach to human rights is based upon the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We undertake due diligence activities to identify, prevent and mitigate adverse human rights impacts of our operations. This includes conducting stand-alone studies where necessary, as well as integrating human rights into existing corporate processes. We acknowledge and respect Indigenous peoples’ connections to lands and waters, consistent with the UN Declaration on the Rights of Indigenous Peoples.

We support and implement the Voluntary Principles on Security and Human Rights and ensure relevant employees and contractors are trained in accordance with these principles. We impose strict controls on the use of force and limit the use of firearms on our sites as far as possible. We work with external stakeholders, as well as public and private security forces to promote understanding and implementation of the Voluntary Principles and avoid security arrangements at our sites contributing to human rights harm, including through misuse of our equipment and facilities.

Through appropriate contractual arrangements and procurement principles, we make our consultants, agents, contractors and suppliers aware of and expect their compliance with our human rights commitments. We strive to ensure our joint venture partners and non-controlled companies in which we participate also respect our commitments to uphold human rights.