

Human Rights Policy

Kalium Lakes Limited is committed to respecting human rights and believes that all people should be treated with dignity and respect. We seek to minimise any adverse impacts on the human rights of stakeholders which may arise from our activities and operations.

Kalium Lakes supports human rights as set out in the Universal Declaration of Human Rights and the fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We recognise stakeholder engagement is the basis for building strong, constructive, and responsive relationships that are essential for the successful management of our social and environmental impacts.

To implement this policy we undertake to:

- work to align our business activities and practices with the UN Guiding Principles on Business and Human Rights;
- prohibit any form of forced labour, including child labour, slave labour and human trafficking;
- comply with all applicable laws, regulations, standards and company policies as a minimum, and strive for the highest standard of social performance;
- work to comply with our obligations under the Modern Slavery Act 2018 (Cth) by undertaking risk assessments to identify those parts of our business and supply chains where

there is a risk of modern slavery practices and take necessary action to address those risks;

- provide a workplace that promotes and values diversity and inclusivity, and which does not tolerate discrimination, bullying or harassment;
- respect the right of its employees to join or not join trade unions and other associations;
- communicate this Policy and our commitment to human rights to all stakeholders, including employees, contractors and suppliers, and provide human rights training to relevant personnel;
- implement and maintain a Health, Safety, Environment and Community Management System (HSECMS) that identifies, assesses and effectively controls human rights risks;
- engage with our stakeholders to identify potential improvements to our stakeholder engagement performance.
- implement processes which promote the prudent and effective stewardship of responsibilities and compliance with this Policy, inclusive of supplier audits; and
- prohibit any form of retaliation, discrimination, harassment or intimidation against any person reporting, in good faith, a breach or suspected breach, of this Policy.

Approved by the Board – May 2021