

Human Rights Policy

Last updated: 24 March 2022

Our Commitment

- Australian Strategic Materials (ASM) commits to respecting the human rights of all people.
- We take a proactive approach to respecting human rights across all our operations.
- This includes across staff, contractors, suppliers and customers, or people in communities in which we operate, our supply chains and those who may be impacted by our activities.

Our Principles

We will:

- Respect internationally recognised human rights as set out in the Universal Declaration on Human Rights.
- Undertake our activities in line with the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights, and the International Council on Mining and Metals Indigenous Peoples and Mining.
- Abide by the terms of the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, which includes the elimination of all forms of forced or compulsory labour and child labour.
- Conduct due diligence and risk assessments as appropriate, and report in accordance with applicable Modern Slavery laws.
- Comply with the **ASM Code of Conduct and Integrity**.
- Support and encourage people to Speak Up and report complaints or concerns in a safe way. (**ASM Speak Up Policy** available on the ASM website (asm-au.com))
- Track the effectiveness of this Policy, continually improve our approach and report on progress.

Everyone's Responsibility

Australian Strategic Materials expects all employees, contractors, suppliers, and customers to adhere to this policy.

Australian Strategic Materials will not allow any form of retaliation, discrimination, harassment, or intimidation against anyone who decides to Speak Up under this Policy, or on any other occasion when they feel it is necessary.

At Australian Strategic Materials we foster a culture of corporate compliance, ethical behaviour, and good corporate governance. This reflects our values of Integrity, Effectiveness, Sustainability, Professionalism, Transparency, Safety and Wellbeing.

Internal Use Only

| Human Rights Policy | |
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