

Human Rights

Policy

June 2024

PLS-POL-SS-002

1 PURPOSE

Pilbara Minerals Limited (**Pilbara Minerals**) and its subsidiaries (**the Group**) believes human rights must be inherently afforded to all people, regardless of who they are, the circumstance they are in, or where they are located. Human rights recognise the inherent value of each person, based on principles of dignity, equality, and mutual respect. Pilbara Minerals acknowledge its responsibility to avoid infringement of human rights and address adverse human rights impacts through its activities, supply chains, and business relationships.

2 SCOPE

This policy applies to the Directors, officers, employees, suppliers, contractors, and business partners.

3 OUR COMMITMENT

Pilbara Minerals commits to supporting, respecting and protecting internationally proclaimed human rights in alignment with the *United Nations Guiding Principles on Business and Human Rights*, *International Labour Organisation Declaration on Fundamental Principles and Rights at Work*, and *OECD Guidelines for Multinational Enterprises*, and as a signatory to the UN Global Compact, we work to incorporate the Ten Principles of the UN Global Compact in our strategy and operations.

Pilbara Minerals commits to supporting the elimination of all forms of modern slavery including forced or compulsory labour, child labour, and human trafficking across our operations or supply chains.

We do this through:

4 GOVERNANCE

- Encouraging and supporting reporting of human rights violations including any form of intimidation such as bullying, sexual harassment, physical or verbal abuse, retaliation, or any other forms of harassment.
- Conducting ongoing human rights due diligence to assist in identifying, preventing, and addressing any involvement in human rights risk across our operations, joint ventures, and business relationships.
- Monitoring and reporting on human rights impacts and remedying negative impacts as appropriate.
- Creating awareness of human rights throughout the organisation and integrating relevant practices into systems and processes.
- Communicating the policy to employees and external stakeholders.
- Collaborating with external subject matter experts and integrating learning into policy and practice.
- Adopting programmes to address industry-specific human rights issues as appropriate.
- Providing accessible grievance mechanisms for stakeholders and communities to raise concerns.

5 COMMUNITIES

- Recognising and respecting the human rights of the communities in which we operate, including any vulnerable groups that may be affected by our operations.
- Respecting Traditional Owners, their culture, and connection and rights to land and water in alignment with the principles of the *United Nations Declaration on the Rights of Indigenous Peoples*.
- Respecting the rights and freedoms of everyone without discrimination based on factors such as but not limited to gender identity, culture, ethnicity, race, religion, family or marital status, sexual orientation, age, disability, political affiliation, union membership, or socio-economic background.
- Respecting everyone's right to freedom of movement.

- Ensuring that all security providers engaged by the Group respect the human rights and public freedoms of all stakeholders and operate consistent with the provisions of the *Voluntary Principles on Security and Human Rights* and *UN Basic Principles on the Use of Force and Firearms*.

6 WORKPLACE AND EMPLOYMENT CONDITIONS

- Respecting the minimum age of employment in compliance with applicable laws, international standards and the ILO.
- Paying legal minimum wage or higher and ensuring working hours (including overtime) do not exceed the legal maximum working hours.
- Ensuring there is equitable pay and opportunity for like for like positions without any discrimination.
- Respecting employees' lawful rights of freedom of association and collective bargaining, free from reprisal, intimidation or harassment.

7 COMPLIANCE

- Any person who knowingly breaches this Policy may be subject to disciplinary action.
- Contractors, suppliers and business partners have a responsibility and obligation to comply with this policy. Those who are found to have violated human rights and have not taken appropriate actions to rectify, may have their contractual relationship with the Group suspended or terminated.
- Directors, officers, employees, suppliers, and contractors have an obligation under this Policy to report any suspected or actual cases of modern slavery or violation of human rights. Reporting should be done through the Executive Leadership team or via the Group's Whistleblower process.

POLICY HISTORY

This Policy will be reviewed by Management and the Board on an annual basis and amended as required.

ESTABLISHED	27 June 2023
LAST REVIEWED	19 June 2024
FREQUENCY	Annually

The Board of Directors

June 2024