

# Human Rights Policy

## 1. Objective & Scope

At Lepidico Ltd, we believe in the principles of sustainable development including protecting human life, health, and environment, promoting social well-being, and adding value to the communities in which we operate. Protecting and respecting human dignity is central to our everyday business operations. We commit to respect human rights as set out in the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as adhere to the principles set out in the Voluntary Principles on Security and Human Rights and the International Finance Corporation's Performance Standards.

This policy:

- Reinforces our existing policies, processes and activities that support our human rights values and commitments, which include specific policies on labour relations, contracting and procurement, operational excellence, and security.
- Identifies select requirements for training and operations assessments specific to operating environments where human rights issues may be more prevalent.
- Sets clear accountability for line management to implement the policy and for our commitment to providing management with necessary resources, support, and review.

This Policy applies to all employees, directors, officers, contractors and consultants of Lepidico Ltd and its subsidiaries ("Lepidico").

## 2. Policy Requirements

Lepidico is committed to:

### Employees

- Being compliant with the labour laws of the countries we operate in and adhere to the commitments set out in our People Policy.

## **Community**

We respect human rights in the following ways:

- Through our social impact management process, which is conducted to identify, analyse, and manage social risks and impacts. Management of such social risks and impacts includes mitigation of such risks and avoidance where warranted.
- By fostering ongoing, proactive two-way communication with communities and stakeholders.
- Through a transparent process of dealing with grievances and other feedback from our communities that ensures non-retaliation.
- Through our contributions to socioeconomic development in the communities where we operate, taking special notice of gender and other social vulnerabilities.
- By respecting and preserving the culture and heritage of the local communities in which we operate, including socially vulnerable groups which are impacted by our operations.
- Respect the social, economic, cultural, and human rights of communities and will regularly communicate social performance in an accurate, transparent, and timely manner.

## **Security**

- We protect personnel and assets and provide a secure physical and cyber environment in which business operations can be successfully conducted.
- Our guidelines and management processes on security in our areas of operations align with our commitment to adhere to the Voluntary Principles on Security and Human Rights.

## **Suppliers and Contractors**

- We expect our suppliers and contractors to respect human rights, align with applicable international standards and adhere to the spirit and intent of this policy. We also engage with our key suppliers to reinforce awareness of potential human rights issues, including modern day slavery.

## **Other Business Partners**

- We encourage customers and business partners to respect human rights, adhere to applicable international principles, and respect the spirit and intent of this policy.

### **3. Roles and Responsibilities**

The Company Secretary is the official custodian of the Human Rights Policy and any query regarding the interpretation of this Policy should be directed to the Company Secretary or his/her designate.

### **4. Communication**

Training is critical to operationalising this Policy and our sites will have a Human Rights training plan, with the aim to promote the development of a culture of respect for human rights within the company, to better manage the associated risks, and to upskill all employees, so that they become agents of change in the long term.

### **5. Review**

We will measure and report progress against this policy and review performance on a periodic basis to ensure ongoing management of human rights.

This Policy shall become effective from the date it is approved by the Board and will be reviewed from time to time to align with any change in legislation or best practices.

### **References**

- a) IFC Performance Standard 2
- b) IRMA Standard - Fair Labor and Terms of Work
- c) Lepidico HR Manual
- d) Lepidico People Policy
- e) Lepidico Occupational Health & Safety Policy
- f) Lepidico Code of Conduct
- g) Lepidico Grievance Mechanism Standard
- h) Lepidico Stakeholder Engagement Framework