



Human Rights Policy

Approved by the Board of Directors on 25 June 2024

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Statement

EcoGraf Limited respects human rights and is committed to ensuring that its operations are conducted in accordance with the human rights principles outlined in the International Bill of Human Rights.

Human rights encompass the rights and freedoms that are inherent to every human being and enable us to live and work safely, securely and with dignity. Risks to human rights must be avoided throughout the entire value chain and operations of the Company and all individuals should be protected against human rights abuse.

The Company's commitments to upholding human rights are outlined in this policy.

Scope

The Company expects its employees, officers, consultants and contractors to be aware of, observe, and act in alignment with this policy.

Commitments

- Strive to prevent or mitigate negative effects on human rights that are directly connected to the Company's value chain, even if the Company has not caused those impacts.
- Establish a process to enable the remediation of any adverse human rights impacts caused by the Company's activities.
- Conduct consultations that are culturally appropriate, equitable and inclusive.
- Recognise and uphold the cultural values, traditions, and beliefs of local communities.
- Incorporate gender protections and gender equality into workplace policies, local procurement strategies and recruitment processes.
- Implement the highest standards of safety for workers and surrounding communities.
- Enforce clear standards of behaviour that communicate no tolerance for discrimination, harassment, and bullying.
- Accept diversity of thought and freedom of expression, which does not incite violence or discrimination, in the workplace and local communities.
- Zero tolerance of forced and child labour in all its forms.
- Grant employees the right to freedom of orderly assembly, association, movement, and collective bargaining, without fear of reprisal or discrimination.
- Offer competitive remuneration beyond a living wage and favourable working conditions.
- Provide workers and local communities with access to remedy and a rights compatible operational grievance mechanism.
- Implement security operations when relevant in adherence with globally recognised best practice, incorporating human rights training.
- In line with the Company's Risk Management Policy, conduct due diligence at regular intervals to identify, prevent, mitigate, measure, and evaluate potential and actual human rights risks.
- Develop and implement a procurement policy that establishes the minimum standards pertaining to human rights for vendors providing the Company with products and services.

- Communicate this policy to all Company representatives, including employees, officers, consultants, and contractors.
- Support supply chain partners and joint venture collaborators to uphold the Company's human rights commitments.
- In line with the Company's Code of Conduct, comply with the laws and regulations of the countries in which the Company and its subsidiaries operate.

Definitions

Access to remedy

The provision of appropriate grievance mechanisms to individuals should they perceive a human rights abuse has taken place.

Supporting Principles and Standards

- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- Equator Principles
- Global Reporting Initiative (GRI) Standards
- Guiding Principles on Business and Human Rights
- Initiative for Responsible Mining Assurance (IRMA) Standard
- International Finance Corporation's (IFC) Performance Standards on Social & Environmental Sustainability
- Universal Declaration of Human Rights
- Voluntary Principles on Security and Human Rights

Supporting Policies

- Code of Conduct
- Sustainability Statement
- Communities Policy
- Environment Policy
- Health and Safety Policy
- Risk Management Policy

Review

This Policy will be reviewed annually.