



# PALADIN ENERGY LTD

ACN 061 681 098

## HUMAN RIGHTS POLICY

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### 1. APPLICABILITY

This policy applies to:

- executive and non-executive directors;
- full-time, part-time and casual employees; and
- contractors, consultants, advisers and suppliers,

of Paladin Energy Ltd and Paladin group companies and any joint ventures under Paladin's operational control, collectively referred to as Paladin.

If this Policy is not complied with it may result in disciplinary action which may involve a verbal or written warning or, in serious cases, termination of employment or engagement with Paladin. If the law is broken, individuals may be personally liable.

This policy should be read in conjunction with Paladin's Code of Business Conduct and Ethics, Community Relations Policy and Diversity Policy which are available on its website.

### 2. OBJECTIVES

Paladin commits to respecting human rights throughout its business and to upholding the laws and regulations of the countries in which it operates. Human rights are fundamental principles of personal dignity and universal equality. Respect for human rights fosters social progress, better standards of life and greater freedom for individuals.

This Policy provides the overarching framework to assist in achieving Paladin's commitment.

### 3. STRATEGY

Paladin commits to:

- (a) respect the rights and dignity of employees, contractors, partners, local communities and those affected by Paladin's business;

- (b) provide equal opportunity and an environment free from discrimination including support for the principles of freedom of association and collective bargaining;
- (c) not condone or use forced, compulsory or child labour; and
- (d) protect personnel and assets in a secure environment in which business operations can be conducted successfully.

Paladin supports and respects the following international guiding documentation and seeks to conduct its business in accordance with the spirit and intent of them:

- (a) UN International Bill of Human Rights;
- (b) UN Universal Declaration of Human Rights;
- (c) UN Guiding Principles on Business and Human Rights;
- (d) UN Global Compact;
- (e) International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work;
- (f) The Voluntary Principles on Security and Human Rights;
- (g) OECD Guidelines for Multinational Enterprises; and
- (h) Equator Principles.

Paladin is also committed to the principles contained in the Mineral Council of Australia's Enduring Value Framework, supports the Guiding Documentation as a member of the Australia- Africa Mining Industry group (AAMIG) and is a supporter of the Extractive Industries' Transparency Initiative (EITI).

**4. RESPONSIBILITIES AND REVIEW**

The Managing Director/CEO of Paladin is accountable to the Board of Directors for ensuring this Policy is effectively implemented.

The Paladin Company Secretary, based in Perth head office, is responsible for investigating and resolving all reported grievances and allegations concerning human rights and, at his/her discretion, shall advise the Chairperson and Managing Director/CEO.

The Board will review this Policy regularly to ensure that it is current and that the requirements of the Policy reflect Paladin's commitment to human rights' principles.

Date adopted:	25 May 2011
Last amendment:	18 May 2015
Last review:	5 June 2020