



## Human Rights Policy

Pantoro Limited (**Pantoro** or the **Company**) acknowledges human rights as a legitimate set of moral principles which every human being is inherently entitled to, regardless of their personal, social, economic, cultural, or geographic circumstances.

As part of our commitment to be a responsible business, we recognise our role in respecting the human rights of our Stakeholders:

- We will comply with the United Nations Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights.
- We respect Indigenous People, their culture and connection to land and waters as guided by the United Nations Declaration on the Rights of Indigenous Peoples, and in accordance with applicable Australian Laws. We seek to engage to identify potential human rights impacts and the appropriate steps to avoid and mitigate them.
- We do not tolerate human rights abuses, forced labour or servitude in all its forms. We endorse the Modern Slavery Act and expect our suppliers to align with our core values and in addition ensure our supply chain does not involve violation of human rights.
- We recognise that all employees and contractors have the right to fair pay/minimum wage, collective bargaining, and are free to associate.
- We do not tolerate discrimination in all its forms including gender, race, disability, ethnicity, nationality, religion, sexual orientation, gender identity, or gender expression.
- We promote physical and psychological safety in our workplaces, and encourage and support reporting of human rights violations including assault, harassment and discrimination.
- We provide accessible grievance mechanisms for individuals or communities to raise concerns.

We will ensure personnel engaged in providing security services in our workplaces are trained and will respect human rights as guided by the Voluntary Principles on Security and Human Rights.

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| Approved By | Board of Directors |

The Human Rights Policy is supported by several of Pantoro's core corporate governance policies including:

- Code of Conduct
- Anti-Bribery & Corruption Policy
- Core Values
- Diversity Policy
- Risk Management Policy
- Whistleblower Policy & Procedures

The Human Rights Policy applies to all people employed by Pantoro, its subsidiaries, contractors, joint venture partners and suppliers interacting in or with our business.

This policy will be reviewed and monitored by the Board of Directors of Pantoro on at least an annual basis.