

IONEER

Human Rights Integrated Policy

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REV	PREPARED	REVIEWED	APPROVED	DATE	DESCRIPTION
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Document Information			
Originating Department:		Applicable Departments:	EHSS, HR, External Relations
Review Frequency:	Upon Change	Task Training Required (5000-23):	N/A
Reference Documents:			
Community, Indigenous Peoples and Tribal Nations Policy	Document #		
Equal Employment Opportunities and Child Labor Policy			
Employment Relationship Policy			
Benefits Policy			
Supplier Code of Ethics			
Anti-Bribery and Corruption Policy			
Code of Conduct			
Diversity Policy			
Applicable Policies & Regulations:			
UN Guiding Principles on Business and Human Rights (UNGPs)	The UNGPs serve as a critical instrument, comprising 31 principles that implement the United Nations’ “Protect, Respect, and Remedy” framework concerning human rights and transnational corporations as well as other business enterprises. These principles aim to prevent, address, and remedy human rights abuses committed within business operations.		
Towards Sustainable Mining Initiative Indigenous and Community Relationships Protocol	Guidance document to set out general expectation for Indigenous and community relationships		

1 PURPOSE

At ioneer, we recognize our responsibility to respect human rights and uphold ethical standards throughout our organization. This policy summary outlines our commitment to promoting and safeguarding human rights in alignment with international frameworks.

2 STANDARD (WHAT, WHEN, WHY, HOW)

2.1 COMMITMENTS

2.1.1 UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

We commit to recognizing and respecting human rights throughout our operations and supply chain, as outlined in the UN Guiding Principles on Business and Human Rights.

2.1.2 INTERNATIONALLY RECOGNIZED HUMAN RIGHTS

We respect internationally recognized human rights, including but not limited to:

- Working Conditions: Ensuring safe and healthy workplaces for all employees.
- Freedom of Association: Upholding the right to form and join trade unions.
- Freedom of Speech: Supporting open dialogue and expression.
- Collective Bargaining: Facilitating negotiations between management and workers.
- Maximum Working Hours: Ensuring reasonable work hours.
- Minimum Wages: Providing fair compensation.
- Peaceful Assembly: Respecting the right to peaceful assembly.
- Equal Opportunity: Promoting diversity and inclusion.

2.1.3 NON-DISCRIMINATION

We do not discriminate against any individual based on race, religion, ethnicity, national origin, gender, age, sexual orientation, disability, or any other legally protected characteristic unrelated to job performance.

2.1.4 ZERO TOLERANCE FOR VIOLATIONS

We maintain zero tolerance for human rights violations committed by employees, work partners, or third parties acting on our behalf.

2.1.5 TRIBAL NATIONS RIGHTS

We respect the history, culture, and traditional ways of Tribal Nations. We recognize their collective rights and interests in land, waters, and the environment.

2.1.6 STAKEHOLDER ENGAGEMENT

We engage with stakeholders, including local communities and Indigenous groups, to seek input, address concerns, and ensure transparency.

2.1.7 GRIEVANCE MECHANISM

We maintain formal mechanisms for stakeholders, Tribal Nations, and communities to submit and resolve complaints related to human rights matters.

2.1.8 HUMAN RIGHTS IN INVESTMENT DECISIONS

We consider human rights risks and impacts in major investment decisions, acquisitions, and mergers.

2.2 IMPLEMENTATION

To fulfill our commitments, we will:

- Provide a safe and healthy workplace.
- Promote diversity and inclusion.
- Employ individuals above the legal minimum employment age.
- Conduct independent human rights assessments at our corporate offices and operational sites.
- Treat stakeholders fairly and without discrimination.
- Engage with local communities and Indigenous groups.
- Maintain grievance mechanisms.
- Consider human rights in investment decisions.

2.3 DETAILED POLICIES

For more in-depth information, please refer to the following sections in our comprehensive human rights policies:

- **COMMUNITY, INDIGENOUS PEOPLES AND TRIBAL NATIONS POLICY**
 - o Reference: Entire Document: [Community, Indigenous, and Tribal Nations Policy](#)
 - o Details: Promotes respectful engagement with communities and indigenous peoples.
 - o Compliance: Supports UN Global Compact principles on community rights and adheres to Towards Sustainable Mining Initiative.
- **FORCED LABOR AND CHILD LABOR PREVENTION:**
 - o Reference: Section 5: [Equal-Employment-Opportunities-and-Child-Labor-Policy.pdf \(ioneer.com\)](#)
 - o Details: Ensures equal opportunity and prohibits child labor.
 - o Compliance: Follows ILO conventions on child labor and discrimination.
- **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING:**
 - o Reference: Section 4.2: [Employment-Relationship-Policy-1.pdf \(ioneer.com\)](#)
 - o Details: Ensures employees have the rights to freedom of association and collective bargaining.
 - o Compliance: Follows ILO conventions on freedom of association and collective bargaining.

- **EQUAL REMUNERATION:**

- o Reference: Entire Document: [Compensation-Policy.pdf \(ioneer.com\)](#)
- o Reference: Entire Document: [Benefits-Policy.pdf \(ioneer.com\)](#)
- o Details: Ensures employees have the right to fair and equitable wages.
- o Compliance: Complied with local remuneration regulations

- **NON-DISCRIMINATION:**

- o Reference: Sections 1 and 1.1: [Equal-Employment-Opportunities-and-Child-Labor-Policy.pdf \(ioneer.com\)](#)
- o Reference: Entire Document: [Harassment in the Workplace Policy](#)
- o Reference: Entire Document: [Code of Conduct \(ioneer.com\)](#)
- o Reference: Entire Document: [Diversity Policy \(ioneer.com\)](#)
- o Details: Ensures employees have equal employment opportunities regardless of protected characteristics.
- o Compliance: Follows ILO conventions on freedom of association and collective bargaining.

- **HUMAN TRAFFICKING:**

- o Reference: Section 4.3: [Employment-Relationship-Policy-1.pdf \(ioneer.com\)](#)
- o Details: Ensures that trafficking of employees is expressly prohibited.
- o Compliance: 22 U.S.C. § 7102(11)

- **SUPPLIER CODE OF ETHICS**

- o Reference: Section 4.7 (Human Rights), Section 4.8 (Labor): [Corporate Governance - Ioneer](#)
- o Details: Outlines commitments to labor rights and ethical conduct.
- o Compliance: Aligns with the UN Global Compact and ILO standards.
- o Location: Supplier Code of Ethics

- **ANTI-BRIBERY AND CORRUPTION POLICY**

- o Reference: Entire Document: [Anti-Bribery and Corruption Policy](#)
- o Details: Prevents corruption, ensures ethical dealings.
- o Compliance: Adheres to the US Foreign Corrupt Practices Act.

- **CODE OF CONDUCT**

- o Reference: Entire Document: [Code of Conduct \(ioneer.com\)](#)

- o Details: Establishes guidelines against bribery, ensures protection of confidential information, promotes a non-discriminatory and safe working environment, emphasizes environmental responsibility.

- o Compliance: Complies with international anti-corruption laws, privacy laws, and local safety regulations.

- **DIVERSITY POLICY**

- o Reference: Entire Document: [Diversity Policy](#)

- o Details: Outlines loneer's commitment to fostering an inclusive workplace by promoting diversity across all levels of the company. It emphasizes equal opportunity in hiring, career advancement, and leadership development.

- o Compliance: Supports compliance with equal employment opportunity laws and reflects best practices in corporate diversity and inclusion.

3 ENVIRONMENTAL, HEALTH & SAFETY, AND SUSTAINABILITY

As denoted above, these policies ensure that human rights are respected which may include impacts to environmental, health and safety, and sustainability matters.