

## Human Rights Policy

Hastings Technology Metals Ltd (Hastings or the Company) is committed to respecting human rights and ensuring that all people are treated equally with dignity, courtesy, and respect. Human rights are the fundamental rights, freedoms, and dignities every person is entitled to, regardless of gender, race, nationality, religion, sexual orientation, or other status. To fulfil the objectives of this policy Hastings will:

- Respect and abide by internationally recognised human rights standards including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Bill of Rights, and the International Labour Organisation's (ILO's) Declaration on the Fundamental Principles and Rights at Work
- Promote a safe workplace of equal opportunity that does not permit, nor tolerate, discrimination, harassment or bullying of any form
- Respect the rights of employees and contractors to freedom of association and collective bargaining
- Reject any forms of slavery or forced or child labour both in our workforce and our supply chain
- Recognise and respect the rights of Indigenous peoples, including their connections to lands and waters whilst respecting their culture
- Respect the human rights of our people, stakeholders, and the communities in which we operate
- Undertake a human rights impact assessment periodically and develop programmes to mitigate industry-specific human rights exposure
- Upholding the privacy and personal dignity of all our stakeholders
- Commit to monitor and report on human rights impacts
- Communicate internal and external grievance processes to key stakeholders
- Communicate this policy and our commitment to Human Rights to key stakeholders

This Policy applies to all Hastings directors, employees, contractors and subcontractors, suppliers and anyone working for, or on behalf of, Hastings. The Company is committed to respecting the higher standard where national law and international human rights standards differ. Respect for human rights is also embedded in other Company Policies including the Hastings Technology Metals Ltd HA-0-0000-HR-GE-POL-00001 Rev02 ACN 122 911 399 Code of Conduct, Inclusivity and Diversity, Community, Indigenous Rights, and Work Health and Safety policies. This policy will be reviewed every two years or as required.



Charles Lew

**EXECUTIVE CHAIRMAN**

Approved by the Board (26 July 2023)