

This policy applies to the Directors, employees, suppliers, and service providers wherever we conduct our business. Wiluna Mining respects the human rights of people including vulnerable or marginalised groups, indigenous and wider communities of interest near its operations, employees, and suppliers, or those impacted by its actions. We will not tolerate human rights abuses. Wiluna Mining does this, knowing its values of courage, compassion and transparency support its Social Licence for exploration, operation, and regenerative capacity.

In delivering this policy, Wiluna Mining is guided by several principles to:

- recognise the International Bill of Human Rights, notably the ‘Universal Declaration of Human Rights’ (UDHR) and the International Labour Organisation – ‘Declaration on Fundamental Principles and Rights at Work’ including:
  - freedom from discrimination
  - fair payment and compensation for employees, suppliers, and service providers
  - freedom of expression and right of employees and contractors to associate, including their right to establish and to join organizations of their own choosing to bargain collectively.
- comply and encourage participants in the supply chain to comply with human-rights laws, including those with respect to Modern Slavery, which may address:
  - trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour.
- develop systems, decision-making processes, and act to identify (by due diligence as needed), prevent or contribute to adverse impacts, on the human rights of others and to mitigate those impacts.
- resolve human-rights concerns or reoccurrence, through investigation and a Grievance or Whistleblower Mechanism, which is accessible, equitable and transparent.
- report publicly on human-rights performance, impacts, consultation, and initiatives to improve.
- promote awareness and respect of human rights through training for employees and contractors.



Milan Jerkovic

EXECUTIVE CHAIR

**Wiluna Mining Corporation Limited**

20 April 2021

*This policy will be reviewed and re-endorsed two years from the date above*