

Human Rights Policy

Contents

1. Applicability
 2. Purpose and objectives
 3. Strategy
 4. Responsibilities
 5. Review
-

1 Applicability

A reference to **Birimian** in this policy is a reference to:

- (a) Birimian Limited ABN 11 113 931 105 (**Company**) and each of its subsidiaries (together the **Group**); and
- (b) any joint ventures under a Group company's operational control.

This policy applies to all directors, officers, employees, consultants and contractors of Birimian (**Personnel**).

This policy also applies, as far as is reasonably achievable, to Birimian's service providers, suppliers and third-party contractors (**Third Parties**).

All Personnel and applicable Third Parties will be provided with access to a copy of this policy via the Company's [website](#). Training or awareness sessions on this policy will be held from time to time, as required. This policy should be read in conjunction with the Company's Code of Conduct, Community Relations Policy and Diversity Policy, all of which are available on the Company's [website](#).

2 Purpose and objectives

Birimian is committed 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.

The purpose of this policy is to provide a framework for Birimian to help protect the human rights of its stakeholders, and to prevent human rights violations from occurring at Birimian's operations.

3 Strategy

Birimian commits to:

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

- (d) protect personnel and assets in a secure environment in which business operations can be conducted successfully.

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

- (a) The International Bill of Human Rights.
- (b) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
- (c) The UN Global Compact.
- (d) OECD Guidelines for Multinational Enterprises.
- (e) UN Guiding Principles on Business and Human Rights.
- (f) The Voluntary Principles on Security and Human Rights (Extractive Sector).
- (g) Equator Principles.

Birimian also supports the Guiding Documentation as a member of the Australia-Africa Minerals & Energy Group (**AAMEG**).

4 Responsibilities

4.1 CEO

The Managing Director or Chief Executive Officer of the Company (**CEO**) is accountable to the Company's board of directors (**Board**) for ensuring this policy is effectively implemented.

The CEO is also responsible for investigating and resolving all reported grievances and allegations concerning human rights.

4.2 Personnel and Third Parties

Personnel and any Third Parties must comply with the terms of this policy and communicate any human rights incidents to management.

5 Review

The Board will review this policy at least annually and update it as required.

Date adopted	19/06/2017
Last amendment	
Last review	