



# OM HOLDINGS LIMITED

## Human Rights Policy

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### 1. Applicability

A reference to **OM Holdings** in this policy is a reference to:

- (a) OM Holdings Limited ARBN 081 028 337 (**Company**) and each of its subsidiaries (together the **OMH Group**); and
- (b) any joint ventures under OMH Group company's operational control.

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

This policy also applies, as far as is reasonably achievable, to OMH Group'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 available on the Company's website.

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### 2 Purpose and objectives

The OMH Group 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 the OMH Group to help protect the human rights of its stakeholders, and to prevent human rights violations from occurring at the OMH Group's operations.

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### 3 Strategy

The Company commits to:

- (a) respect the rights and dignity of employees, contractors, partners, local communities and those affected by the OMH Group's businesses;
  - (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 used forced, compulsory or child labour;
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- (d) protect personnel and assets in a secure environment in which business operations can be conducted successfully.

The Company supports and respects where applicable international guidance documentation and seeks to conduct its OMH Group businesses in accordance with the relevant spirit and intent.

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## **4 Responsibilities**

### **4.1 Executive Chairman/CEO**

The Executive Chairman//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.

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## **5 Review**

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

Date Adopted: 19 April 2021
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