

## Modern Slavery and Human Rights Policy

Ramelius Resources Limited and its subsidiaries (“Ramelius”) are committed to complying with the laws and regulations that govern their operations, including the Modern Slavery Act 2018 (Cth) (“Act”).

Ramelius is guided by the UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights (VPSHR) to respect the human rights of all stakeholders, ensuring the fundamental freedoms and basic human rights of all individuals.

To meet this commitment Ramelius will:

- Engage with suppliers to ensure that Ramelius only sources goods and services from entities that comply with their obligations under the Act. Ramelius will work collaboratively with key suppliers to identify and manage modern slavery risks and develop commercial and actionable solutions.
- Raise awareness within our workforce (including contractors) of the need to respect human rights and to report suspected violations.
- Provide equal opportunity and not discriminate on the basis of gender, race, age, religion, disability, marital status, sexual orientation or any other grounds in accordance with our Code of Conduct Policy, Diversity Policy and Human Resource Management Policy.

Mark Zeptner  
Managing Director  
October 2020

**Responsible Officer**

The Managing Director has full responsibility for this policy.

**Revision Dates**

This policy will be reviewed three years after the date of approval.