



MAKING A DIFFERENCE



HUMAN RIGHTS POLICY

IGO is committed to upholding the fundamental human rights of all people we engage within our business. We aspire to be a business that recognises and respects the rights and dignity of all people by putting in place standards and procedures which aim to stamp out unethical practices from within our global supply chain and by ensuring all our people are free to operate in an inclusive environment regardless of race, religion, marital status, political beliefs, or experience.

To achieve these goals IGO will:

- Observe basic human rights recognised in the Universal Declaration of Human Rights
- Champion and promote a workplace culture which encourages diversity and inclusion without regard to factors such as sex, marital status, race, impairment, religion, political beliefs or social preference
- Recognise and respect Aboriginal cultural heritage and work with Aboriginal communities affected by our operations in an open, transparent, and collaborative manner to ensure we continue to deliver positive outcomes for all members of these communities
- Not tolerate any form of modern slavery including forced labour, servitude, child labour, or human trafficking
- Commit to a continuous improvement approach to meet our modern slavery risk identification and management obligations under the Modern Slavery Act 2018, and work with our suppliers to address modern slavery risks in their operations and supply chains
- Prohibit all forms of corruption and bribery as well as all forms of retaliation, discrimination, harassment, or intimidation against any person reporting a breach of this policy; and
- Focus on continued learning and development for all employees to ensure our business practices are consistent with our values to promote and uphold the rights and dignity of all people.

The IGO Board and Executive Leadership Team have ultimate oversight for the implementation of this Human Rights Policy, however all IGO employees, contractors, subcontractors, and suppliers, have a shared responsibility to ensure we uphold these fundamental human rights.

A handwritten signature in black ink, appearing to read 'Matt Dusci', with a long horizontal line extending to the right.

Matt Dusci
Acting CEO
IGO Limited