



Human Rights Policy

Sierra Rutile Holdings Limited
ACN 613 822 165

Adopted by the Board on 29 November 2022

1 Purpose of this Policy

At Sierra Rutile Holdings Limited (**Company**), we are committed to respecting human rights and believe everyone should be treated with dignity and respect. The Company seeks to prevent or mitigate any adverse human rights impacts in connection with our operations or activities and maximise any potential positive impacts where we are present.

2 Who this Policy applies to

All of the Company's stakeholders, including its directors, employees, contractors and suppliers, are required to comply with this Policy.

As part of this commitment to respect human rights, the Company, will:

- treat employees fairly and without discrimination, and promote diversity in the workplace;
- reject any form of slavery, forced or child labour, and work to ensure that such practices are not present in our business or our supply chain;
- respect the human rights of the communities in which we operate;
- through our Whistle-blower Policy, provide an easily accessible complaints mechanism to respond to grievances promptly;
- consult with and communicate this Policy and our commitment to human rights to all stakeholders, including employees, contractors and suppliers; and
- work to align our business activities and practices with the UN guiding principles on business and human rights.

3 Questions relating to this Policy

If you have any questions about this Policy, you are encouraged to discuss the issue with a supervisor, senior manager or the Company's General Counsel & Company Secretary for guidance.

4 Communication

A copy of this Policy will be publicly available on the Company's website.

5 Reviewing and maintaining the Policy

The Board's Sustainability and Social Accountability Committee will review this Policy at least every two years to confirm whether any changes are required to the Policy.