

# Policy

## Human Rights Policy

### Our commitment

Fortescue Ltd (Fortescue) is committed to respecting and supporting the human rights of all people including our employees, the communities in which we operate, those within our supply chains and those who may be impacted by our activities. Our approach to sustainability is founded on respect for human rights.

We conduct business in a manner consistent with the International Bill on Human Rights, the United Nations Guiding Principles on Business and Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's (ILO) Declaration on the Fundamental Principles and Rights at Work. We are also a signatory to the UN Global Compact and endeavour to align our actions with industry good practice principles and standards.

We respect local and Indigenous communities, their values, heritage and connections to lands, waters and the environment. We seek to avoid harm to spiritual and cultural heritage; we recognise and respect indigenous tenure rights and the right to water and sanitation. We support the UN Declaration on the Rights of Indigenous Peoples and the human rights principles it embodies including the principle of Free, Prior and Informed Consent (FPIC).

We engage meaningfully with communities and other rights-holders to respectfully manage and minimise potential project impacts. We work to create sustainable and thriving communities and deliver positive social and economic benefits.

We reject the use of all forms of slavery, child or forced labour within our operations and the operations of our suppliers and actively work to ensure we are not complicit in human rights abuses committed by others. We are committed to providing access to remedy through effective grievance mechanisms and will provide for, or cooperate in, remediation where we identify that we have caused or contributed to an adverse human rights impact.

We work to avoid health and safety risks and impacts to employees and the communities in which we operate. We respect freedom of association, the right to a fair and living wage and ensure that all employees are treated fairly and without discrimination.

Our operations are aligning with the Voluntary Principles on Security and Human Rights and we ensure relevant employees and contractors are trained in accordance with these principles. We have a zero tolerance of threats, intimidation and attacks against human rights and environmental defenders.

Our human rights principles are embedded within multiple policy and procedural documents including those related to workforce health and safety, employment terms and conditions, diversity, equality, security, environmental management and stakeholder engagement. We will collaborate with our partners, suppliers, host governments, peers, customers, not-for-profit organisations, stakeholders and rightsholders to achieve this commitment.



## Our strategy

Fortescue will achieve its commitment to human rights by:

- Undertaking human rights due diligence of our operations and our partners and suppliers, with a focus on mitigating higher risk actions and activities.
- Implementing social performance, labour, security and environmental systems that are guided by international standards and frameworks and undertaking social assessments to identify and manage risks and opportunities.
- Engaging with all stakeholders respectfully and in a transparent, inclusive, continuous manner taking into consideration their preferred form of engagement.
- Ensuring that all communities where we operate, including Indigenous Peoples, vulnerable and minority groups, are free to make decisions without coercion, intimidation, or manipulation, are given sufficient time to participate in key decisions and are fully informed about any projects and their potential impacts and benefits.
- Collaborating with responsible authorities to resolve any disagreements that may arise between Indigenous Peoples and companies in the pursuit of FPIC.
- Avoiding or minimising resettlement, economic displacement and impacts on cultural heritage. Where avoidance is not possible, conducting business in a manner consistent with the International Finance Corporation Performance Standards 5 and 8.
- Implementing effective operational level grievance mechanisms that respect local laws and providing access to remedy where we have caused or contributed to adverse human rights impacts, with a rightsholders centred approach.
- Working in collaboration with local communities to develop initiatives that optimise opportunities for them to benefit from our presence.
- Delivering on our human rights commitments made to governments, communities and other stakeholders including, those financing our projects.
- Meeting host nation requirements and where differences exist between internationally accepted human rights principles and the local laws/regulations where we are operating, applying the higher standard and promoting and encouraging host countries to adopt these higher standards.
- Operating and reporting in compliance with the requirements of Australia's *Modern Slavery Act 2018* and other relevant legislation and incorporating human rights requirements into contracts with our suppliers and partners.
- Actively communicating how we are addressing impacts with those affected and seeking their feedback.
- Implementing training programs, measuring the effectiveness of related policies and standards and seeking continual improvement.



## Responsibility

All Fortescue employees, suppliers, contractors, consultants, and other business partners are expected to read, understand and adhere to this policy and all related standards, guidelines, and procedures. The Chief Executive Officer is responsible for ensuring this policy is implemented.

Fortescue's Audit, Risk Management and Sustainability Committee, a subcommittee of the Board of Directors, is charged with the oversight of human rights matters including implementation and compliance with this policy.

This policy has been approved by Fortescue's Board of Directors and will be reviewed biennially.