

HUMAN RIGHTS POLICY



Arafura Rare Earths Limited (**Arafura**) recognises that Human Rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status and include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and the right to education. Our commitments are informed by the United Nations Guiding Principles in Business and Human Rights and further expressed through our being a signatory to the United Nation's Sustainable Development Goals (UN SDGs).

We commit to:

- Respect all internationally recognised Human Rights as set out in the International Bill of Human Rights.
- Apply principles of inclusion and equal employment opportunity in all aspects of the work environment, including where accommodation is provided to workers.
- Eliminate as far as possible, harassment, including sexual harassment, workplace bullying, racism and victimisation, in accordance with our Code of Conduct and related policies.
- Adhere to the minimum age of employment legislation.
- Monitor risks of and reject any form of slavery, forced or child labour or trafficking of people and work to ensure that such practices are not present in our business or supply chain in accordance with the Modern Slavery Act 2018 (Cth).
- Ensure human dignity is respected, including the right to privacy, freedom of opinion and expression, personal security, property rights, freedom of association and collective bargaining, as well as political rights of individuals.
- Recognise the rights of Indigenous peoples, acknowledging their connections to lands and waters and respect their culture through the provision of cultural awareness induction and training. Adhere to our environmental commitments and responsibilities and our duty to protect sacred sites and objects, as set out in the United Nations Declaration on the Rights of Indigenous peoples. Arafura will make indigenous peoples potentially affected by the company's activities aware of this policy.
- Collaborate and consult with stakeholders on Human Rights issues to maximise benefits and prevent or mitigate risks of adverse impacts, with a particular focus to provide local benefits for local communities and industry and communities, especially for Indigenous people on whose traditional lands our project is located.
- Maintain safety and security on Arafura controlled sites or premises by engaging security services that are committed to respecting Human Rights and have not been implicated in Human Rights infringements.
- Identify and assess potential and actual Human Rights impacts from proposed mining and related activities and business relationships following the Arafura Risk Management process, including the identification of relevant mitigating actions. This process should be guided by internal and/or external Human Rights expertise and carried out by competent professionals. Any actual impacts will be responded to in a timely manner.

Arafura Rare Earths Limited

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- Continuously monitor and improve our systems and controls for identifying and addressing Human Rights violations and increase our due diligence to address potential violations associated with our operations across our industry, business and supplier relationships, customers and transactions, in Australia and internationally.
- Provide an easily accessible complaints mechanism for internal and external stakeholders to resolve Human Rights related grievances in a timely manner and ensure stakeholders are informed of this mechanism.
- Make this policy publicly available and communicate our commitment to Human Rights to all stakeholders.
- Adhere to annual reporting requirements, including our annual Modern Slavery Statement.
- Periodically report publicly on the effectiveness of our Human Rights' due diligence activities, including the methods used to determine salient Human Rights issues, salient risks and impacts that were identified, and actions taken by the company to prevent, mitigate and/or remediate the human rights risks and impacts.

This policy applies to Arafura directors, employees and contractors. We expect suppliers, consultants and Business Partners over whom we exercise control or influence, to respect Human Rights and work with us to embed sustainable procurement practices into our operational and supply chains and continuously evaluate, address risk and improve human rights due diligence and performance.

The Board and senior management will demonstrate leadership and support for this policy and provide resources for implementation. All personnel are encouraged to identify opportunities to enhance this policy and associated management practices.