



Human Rights Policy



SYRAH RESOURCES

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Syrah Resources Limited (**Syrah** or the Company), and its wholly owned subsidiaries (Syrah Group), is a **strong advocate** of Human Rights and is committed to respecting and promoting the basic human rights of our people and the communities in which we operate.

The Syrah Group will demonstrate **respect for human rights** by:

- Operating at a minimum in accordance with **international human rights standards** and the applicable laws of the countries in which we operate;
- Creating an **ethical and inclusive organisational culture** where people are treated equally and where any form of cruel and inhumane treatment or punishment of persons is strictly forbidden and proactively addressed;
- Maintaining **just conditions** of work in line with applicable labour law;
- **Protecting the health, safety and well-being** of all employees, and providing them with accessible safe avenues to raise concerns while respecting their personal dignity and privacy;
- Not engaging in or condoning forced, compulsory or child labour and actively working to **eradicate all forms of modern slavery** in our areas of influence;
- Respecting the rights of all employees and contractors to **freedom of association** and **collective bargaining**;
- Maintaining an actively managed **community complaints and grievance** process;
- Reporting **human rights performance** to the Sustainability Committee.

The Company is committed to the continual improvement of its policies and processes, and will review, develop and improve its business activities over time, to protect human rights at its assets and along the supply chain, including by:

- Undertaking **human rights risk assessments** and engaging in dialogue with local communities, civic authorities and suppliers to promote and respect human rights;
- Working with public and private **security providers** in a way that **promotes human rights** respect while providing security to Company assets and our close neighbours;
- Conducting **human rights training** for all employees and security providers;
- **Communicating this Policy** to all employees, contractors, suppliers and key stakeholders; and
- **Implementing this Policy** through well-defined management systems, workplace accountabilities, human rights performance monitoring, reporting, and remediation.

Syrah Resources Limited			
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