

# Modern Slavery and Human Rights Policy

Peak Rare Earths Limited (Peak or the Company) is committed to upholding the principles outlined in this Modern Slavery and Human Rights Policy.

## INTRODUCTION

At Peak Rare Earths Limited ACN 112 546 700 (the Company), Human Rights standards are integral to every aspect of our operations. This Policy reinforces our commitment to human rights, aligning with our social responsibilities and objectives as defined in the Company's Sustainability Strategy.

## DIRECT LINKAGE TO OTHER RELEVANT POLICIES AND STANDARDS

- Sustainability Policy
- Anti-bribery and Corruption Policy
- Whistle-blower Policy
- Diversity Policy
- Stakeholders Grievance Mechanism

## MODERN SLAVERY AND HUMAN RIGHTS STATEMENT

Peak respects and promotes the dignity, wellbeing, freedom, and rights of all individuals. We recognise the impacts our operation can have on the communities where we live and work, our workforce and contractors, and the range of stakeholders we engage with throughout our value chain. Human Rights considerations are at the centre of our decision-making processes, as we are committed to seek opportunities to drive positive impacts on every interaction had with our stakeholders.

We expect our business partners to align with our Modern Slavery and Human Rights Policy.

## OBJECTIVES

This document articulates Peak's approach to modern slavery and human rights and to formalise our commitment to comply with Australia's Modern Slavery Act 2018, and respect the UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and the International Labour Organisation (ILO) core human rights standards.

## OUR COMMITMENT

The Company commits to respecting internationally recognised human rights in our operations by:

- Supporting the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and respecting the International Labour Organisation (ILO) core human rights standards.
- Identifying, monitoring, and reporting the risk of modern slavery in our operations and supply chains, taking actions to address those risks as per required by the Australian Modern Slavery Act 2018.
- Identifying relevant human rights risks associated with our operations and strategies as part of our routine risk management protocols, and to implement control and/or mitigation initiatives to address such risks.
- Respecting civil and political rights of individuals, including the right to express their individual opinions and participate in organised labour activities.
- Providing a safe and healthy work environment for all personnel and visitors.
- Providing fair work conditions for all employees.
- Preventing any form of child and forced labour, by identifying and addressing potential risks.
- Furthering human rights awareness within the business through education and training of personnel.
- Implementing a culture that promotes diversity, inclusion, equality (DEI), and respect for work life balance, and the health and wellbeing of our people.
- Acting with honesty and integrity in all dealings and relationships with partners, customers, shareholders, and employees.
- Complying with Peak's Code of Business Conduct, Anti-Bribery and Corruption Policy, Diversity Policy, Sustainability Policy, and Whistleblower Policy (and any other relevant policies from time to time).

## **EVERYONE'S RESPONSIBILITY**

Acceptance of the Company's Human Rights Policy is a fundamental term of engagement with the Company and is the responsibility of everyone i.e., each person who works for, contracts with, or does business with the Company. Implementation of this policy is the responsibility of management under the oversight of the Company Secretary, and the Board.

## **POLICY REVIEW**

This policy will be the subject of annual review (and as appropriate, revision) by management, to ensure the policy meets contemporary industry standards and practices, as well as ensuring the Company's objectives and purpose are met by this policy.