

Human Rights Policy

Our Approach

We conduct our business consistently with the United Nations (UN) Guiding Principles on Business and Human Rights and the ten principles of the UN Global Compact. We respect all internationally recognised human rights, including those set out in the International Bill of Human Rights, and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. These include but are not limited to the human right to freedom of association and collective bargaining and the human rights not to be subject to forced labour, child labour or discrimination in respect of employment and occupation. We also respect applicable standards of international humanitarian law.

This policy sets out the principles for how we relate to our employees, contractors, suppliers, and partners, as well as communities affected by our business activities. We will endeavour to avoid infringing on the human rights of others and address adverse human rights impacts with which we are involved. We are particularly attentive to the human rights we are at risk of impacting most and to the people most vulnerable to adverse impacts, including women, children, migrant workers, ethnic minorities, and indigenous peoples.

We will continue to improve our human rights efforts as our business evolves.

Our Commitments

We are committed to respecting all internationally recognised human rights, in accordance with the UN Guiding Principles on Business and Human Rights, and in particular:

- Treating those working for us and those impacted by our operations fairly and without discrimination.
- Providing safe, healthy, and secure working conditions.
- Opposing all forms of human trafficking, forced labour and illicit forms of child labour in our value chain.
- Respecting and upholding the human rights of people in communities impacted by our activities including, but not limited to, the right to self-determination, the right to property, livelihood and the use of land and natural resources, security, health, and the right to water and sanitation.
- Conducting our activities in line with the Voluntary Principles on Security and Human Rights.

How we work

- We require all our employees and hired contractors to comply with this policy.
- We expect our business partners, suppliers, and customers to follow the spirit and intent of this policy and share our commitment to respect all internationally recognised human rights, including those specifically referenced above, when working for or together with us.
- We expect all our business partners, suppliers, and customers to pay particular

attention to the human rights they are at risk of impacting most and to the human rights of people most vulnerable to adverse impacts, including women, children, migrant workers, ethnic minorities, and indigenous peoples.

- We expect our business partners to conduct their activities in line with the Voluntary Principles on Security and Human Rights
- We will strive to exercise influence in our business relationships to avoid or mitigate adverse impacts to human rights directly linked to our activities.
- We will engage with communities and other stakeholders, including civil society and workers' organisations, to understand how we may impact human rights. We prioritise consultation with potentially affected people and pay particular attention to impacts we could have on at-risk, marginalised, or vulnerable groups.
- We comply with applicable laws wherever we operate. Where these differ from the commitments in this policy, we follow the higher standard; where they conflict, we will comply with the law while seeking ways to honour the principles of internationally recognised human rights.
- We will continue to systematically implement human rights due diligence into the way we work.
- We will assess actual and potential human rights impacts from our activities and business relationships. including timely and meaningful engagement with those potentially or actually affected.
- We will apply effective prevention and mitigation actions as appropriate.
- We will work with our business partners, suppliers, and customers to provide appropriate remediation and effective grievance mechanisms for individuals, workers, and local communities consistent with the UN Guiding Principles on Business and Human Rights.
- We will not obstruct affected stakeholders' access to other remedies or channels for remedies.
- Where applicable laws or requirements prohibit us from upholding this policy, we will seek ways to ensure respect for human rights to the greatest extent possible.
- We will assess and report on our progress and performance.

Governance:

At a Board level, this policy is overseen by the Audit, Risk and Environmental, Social and Governance (ESG) Committee. At an executive level, the leadership team is responsible for the execution of this Policy.

Related Documents:

- Blackstone Minerals Code of Conduct
- Blackstone Minerals Health and Safety Policy - AUP000COR-10000-00-GN-POL-0007
- Blackstone Minerals Whistle-blower Policy - AUP000COR-10000-00-GN-POL-0002
- Blackstone Minerals Diversity and Inclusion Policy
- Blackstone Minerals Environment Policy - AUP000COR-10000-00-GN-POL-0004