As at July 2021

Our Approach to Human Rights

SOUTH32

All human beings are born free and equal in dignity and rights (Article 1, Universal Declaration of Human Rights).

Human rights recognise the inherent value of each person, based on principles of dignity, equality and mutual respect. We respect all internationally recognised human rights as set out in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. While we work to respect the rights of all stakeholders, we focus our efforts on those people most vulnerable to harm, marginalised or at risk of having basic dignity and equality undermined.

Our commitments

South32 is committed to respecting human rights. We celebrate the diversity, dignity and uniqueness of every individual. Together, we can make a difference, improving people's lives now and for generations to come. Not only is it the right thing to do, but it is critical to the success and integrity of operating as a responsible business.

We know that by respecting human rights this can lead to transformative positive impacts in people's lives. Respect for human rights is at the core of our sustainability journey.

Our principles

To meet our commitment to respect human rights, our approach is guided by these principles:

1. We will conduct ongoing human rights due diligence to help us to identify, prevent, mitigate and account for how we address any involvement in human rights risks across our operations and business relationships. This includes undertaking regular human rights risk and impact assessments at our operations and assessments of the human rights risks in our supply chain.

2. We will engage meaningfully with communities and other potentially impacted rights-holders. We will encourage an open civic space and respect human rights and environmental defenders, with a commitment to non-retaliation.

3. We will particularly focus efforts on those people most vulnerable to harm, marginalised or at-risk groups, including Indigenous and Tribal Peoples.

4. We will work to reduce the risk of modern slavery within our operations or supply chains, including human trafficking, forced, bonded or involuntary labour, and child labour.

5. We will support the rights to freedom of association and collective bargaining, provide decent work and work towards embedding a living wage.

6. We will provide and maintain a safe workplace and create and maintain a work environment free from discrimination and harassment.

7. We expect our security providers to respect human rights in line with the Voluntary Principles on Security and Human Rights.

8. We will provide accessible and safe grievance and redress channels for stakeholders to raise complaints about human rights, and where we have caused or contributed to an adverse human rights impact, we will provide for or cooperate in remediation through legitimate processes.

9. We will conduct regular human rights training for employees and contractors, and where possible, extend these to our suppliers and interested stakeholders.

10. We will track the effectiveness of our processes to continually improve our approach and embed human rights across the business, and publicly report our progress.

Collaboration is crucial, and in all our efforts we are committed to working together with our peers, suppliers, host governments, non-for-profit organisations, rights-holders and the full range of stakeholders to deliver on these commitments. We will communicate these principles and our human rights expectations to relevant stakeholders.

We tailor our approach to the individual context at each location where we work. Our approach is guided by the following international standards and initiatives:

- UN Guiding Principles on Business and Human Rights
- UN Global Compact
- International Council on Mining and Metals
- Voluntary Principles on Security and Human Rights
- UN Declaration on the Rights of Indigenous Peoples

We comply with local laws, and where applicable law differs from the commitments in this Approach, we seek to follow the higher standard. Where there is a conflict between local law and this Approach, we will comply with applicable law while seeking to meet our human rights commitments.

Our commitments to respect human rights are also contained within our:

- Sustainability Policy
- Code of Business Conduct
- Modern Slavery Statement
- Internal standards

Our Approach applies to all directors, management, employees, contractors and third parties who act on behalf of South32. We also expect suppliers to respect human rights as set out in our Sustainability and Business Conduct - Minimum Supplier Requirements. We endeavour to influence our non-controlled joint ventures to adopt standards of conduct consistent with ours and as relevant to that joint venture.

We will continue to develop and improve systems and processes as necessary, to embed these principles in the way we do business.