Human Rights Policy

1. Purpose

Chalice Mining Limited and its controlled entities (collectively, "Chalice" or "the Company") supports the protection of fundamental human rights and freedoms, including eliminating all forms of slavery, forced labour, trafficking in persons, child labour and deceptive recruiting for labour or services.

Chalice respects internationally recognised human rights as set out in the:

- *Universal Declaration of Human Rights*;
- *International Covenant on Civil and Political Rights*;
- *International Covenant on Economic, Social and Cultural Rights*;

  (collectively the International Bill of Human Rights); and
- ILO Declaration on Fundamental Principles and Rights at Work.

This Human Rights Policy (Policy) has been developed to communicate Chalice's commitment to human rights and our commitment to seek continual improvement throughout our organisation to uphold human rights. Our approach is informed by the *United Nations Guiding Principles on Business and Human Rights* (UNGPs).

2. Scope

This Policy applies to Chalice's Board, employees, contractors, consultants and suppliers and relates to all Chalice owned and managed businesses.

3. Commitments

We are committed to:

- Developing, embedding and improving processes to identify and prevent adverse human rights impacts caused or contributed to by our business and operations.
- Not engaging in, or tolerating, forced or compulsory labour, other forms of modern slavery or child labour, and ensuring compliance with all relevant laws.
- Promoting and maintaining a physical and psychologically safe workplace that is free from violence, threats of violence, bullying, harassment, sexual harassment, discrimination, inhumane treatment or abuse.
- Acting with integrity and fairness and not discriminating against any individual based on race, religion, ethnic origin, nationality, age, marital or relationship status, sex, sexual orientation, gender identity, intersex status, pregnancy, parental status, disability, or other legally protected status.
- Respecting human rights related to working conditions, providing a safe and healthy workplace, employee privacy, freedom of association, speech and collective bargaining, maximum working hours, minimum wages, accommodation, equal and decent pay, and equal opportunity.

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- Providing through our Whistleblower Policy, grievance mechanisms that are known, trusted and accessible to affected stakeholders, and, as necessary, continuously improving these mechanisms.
- Respecting the rights, traditions, cultural values and beliefs of Aboriginal and Torres Strait Islander peoples, and other Indigenous peoples, in the places where we operate.
- Ensuring this Policy is communicated to relevant internal and external stakeholders, including through appropriate training.

4. Related Policies

This Policy is supported by our Code of Conduct and the following associated policies:

- Whistleblower Policy
- Anti-Bribery and Anti-Corruption Policy
- Risk Management Policy
- Community and Heritage Policy
- Bullying, Discrimination and Harassment Policy and Procedure

5. Review

This Policy will be reviewed by the Board or its delegated committee at least annually.