

Human Rights Policy

Deterra Royalties Limited
ACN 641 743 348

Adopted by the Board on 11 August 2021

Deterra Royalties (the “Company”) is committed to respecting human rights and believes that all people should be treated with dignity and respect. The Company seeks to prevent or mitigate any negative human rights impacts in connection with its activities and to conduct its business activities with appropriate due diligence and in accordance with relevant standards, laws and regulations, including the UN Guiding Principles on Business and Human Rights.

All of the Company’s stakeholders, including its directors, employees, contractors and suppliers, are required to comply with this Policy.

As part of this commitment to respect human rights, the Company, in relation to its activities, will:

- treat employees fairly and without discrimination, and promote diversity in the workplace;
- reject any form of slavery, forced or child labour, and work to ensure that such practices are not present in its business or its supply chain;
- respect the human rights of the communities in which it operates;
- consult with stakeholders on human rights issues and, through its Whistle-blower Policy, provide an easily accessible complaints mechanism to respond to grievances in a timely manner;
- conduct appropriate due diligence when making investments to ensure alignment with Deterra’s commitment to respect human rights; and
- communicate this Policy and its commitment to human rights to all stakeholders, including employees, contractors and suppliers.

Respect for human rights is embedded in other Company policies and management systems, including Employee and Director Codes of Conduct, Diversity and Inclusion Policy and the ESG Investment Policy.

Suspected or actual breaches of this Policy should be reported to your supervisor, or in accordance with the Whistleblower Policy.