

Human Rights Policy

Deterra Royalties Limited

ACN 641 743 348

Adopted by the Board on 13 February 2024

Deterra Royalties (the “Company”) is committed to respecting human rights and believes that all people should be treated with dignity and respect.

As part of this commitment, the Company, in all its activities, will:

- comply with the United Nations Universal Declaration of Human Rights, the Guiding Principles on Business and Human Rights and the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work;
- treat employees fairly and without discrimination, and promote diversity and inclusion 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;
- recognise that all employees and contractors have the right to minimum wage, collective bargaining and freedom to associate;
- through its Whistleblower Policy, provide an accessible grievance mechanism for stakeholders to raise concerns;
- conduct appropriate due diligence when making investments to ensure alignment between the Company’s investment activities and its commitments in this Policy; 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.

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