Human Rights Policy

1. Principle and purpose

Greatland Resources Limited (**Greatland** or the **Company**) is committed to respecting human rights and believes that all people should be treated with dignity and respect.

Greatland seeks to create positive social impacts by mitigating human rights related risks and promoting respect for human rights across our operations and activities.

2. Policy strategies

As a part of our commitment to respecting human rights, Greatland will:

- work to align our business activities and practices with the *UN Guiding Principles on Business and Human Rights*;
- treat our employees fairly and without harassment or discrimination, and promote diversity in the workplace;
- recognise the rights of our employees to allow freedom of association and collective bargaining;
- take actions to facilitate the prevention of work-related risks and health hazards;
- reject any form of slavery, forced or child labour, and work to ensure that such practices are not present in our business or our supply chain;
- seek to avoid knowingly engaging in business activities where it could be complicit in human rights abuses, including *Modern Slavery Act 2018* requirements;
- if Greatland discovers that it is associated with human rights violations, appropriate action will be taken in a timely manner;
- respect the human rights of the communities in which we operate;
- engage with stakeholders on human rights issues and provide an easily accessible complaints mechanism to resolve grievances in a timely manner;
- recognise the rights of Indigenous peoples, acknowledging their connections to lands and waters and respecting their culture;
- make contractual commitments with suppliers that require them to comply with applicable human rights laws, and encourage them to adhere to the same principles contained in this policy statement, in accordance with the Supplier Code of Conduct;

3. Responsibility for this Policy

If an individual is in any doubt regarding human rights matters, they should contact the Company Secretary.

The Greatland Board of Directors has ultimate responsibility for the oversight of all human rights related matters and has approved this Policy.

On behalf of the Board, the Health, Safety and Sustainability Committee is responsible for reviewing this Policy, overseeing Greatland's human rights practices, and assisting the Audit and Risk Committee in assessing and managing human rights risks as part of the Company's risk management framework. The Health, Safety and Sustainability Committee will periodically review this Policy and adapt it as required.

Rev	Prepared	Approved	Issue date	Document number	Public
1.0	Company Secretary	Board of Directors	13 May 2025	GGP-COR-CGO-015	Yes