



Doc ID: BRN_POL_HumanRights	Issue Date: November 2024	Revision Date:	Status Approved
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I. PURPOSE

The Human Rights Policy outlines the fundamental elements of BRN's approach to human rights and its commitment to respecting and observing all human rights, including the rights of our employees, contractors, members of the communities in which we work and others affected by our activities.

II. SCOPE

This policy is endorsed by BRN Executive Management and applies to:

- BRN and all areas of Group operations including all Local Operating Companies, and other projects and offices where BRN has a controlling influence; and
- All employees of BRN and any of its subsidiary companies, including temporary staff and any personnel included in agreements with partners, suppliers, contractors, subcontractors, consultants and other third parties.

III. POLICY STATEMENTS

We are guided by the United Nations Guiding Principles (UNGP) on Business and Human Rights, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the International Finance Corporation (IFC) Performance Standards.

As a company committed to respecting and observing all human rights, we will:

- seek to avoid infringing, directly or complicitly, on the human rights of our employees, contractors, workers in our value chain, and members of communities where we work;
- put in place processes to avoid, prevent, mitigate and investigate human rights impacts, as appropriate;
- where we have caused or contributed to adverse human rights impacts, we will support their remediation, as appropriate;
- communicate our expectations to suppliers, business partners, and customers that they have processes that respect human rights, and that they remedy their offending practice or policy if they are in violation of human rights;
- inform and engage with affected and potentially affected individuals regarding risks, impacts and management measures;
- involve rightsholders in the due diligence process, including but not limited to vulnerable or historically disadvantaged groups such as Indigenous Peoples, women and children, and communicate results as needed;
- provide employees, contractors, workers in our value chain and community members with accessible feedback and grievance mechanisms;
- foster an equitable, diverse and inclusive workplace;

Prepared by: ESG Manager	Reviewed by: CSO	Approved by: CEO
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- not tolerate the use of modern slavery, including forced labour, child labour or human trafficking of any kind, in our operations or value chain;
- not tolerate threats, intimidation or attacks against human rights defenders in relation to our activities and relationships;
- ensure that our security providers understand and fulfil their responsibility to respect human rights, by implementing aligned policies and training in accordance with the Voluntary Principles on Security and Human Rights

BRN's Board of Directors is responsible for the governance of human rights. Implementation of this policy is overseen by BRN Executive Management.

IV. DISCLOSURE

BRN will communicate this Policy and its requirements to internal and external stakeholders. This will include promoting general awareness and offering specific training on human rights-related issues where deemed necessary.

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