

# Human Rights Policy

## Our Commitment

Fortescue's Human Rights policy formalises our commitment to uphold and respect human rights for all people. We are committed to ending Indigenous disparity in areas that we operate and have in place a dedicated program that provides the required skills, addresses barriers to employment and provides business opportunities for Aboriginal people. We require our contractor, supplier and business partners' help in our efforts to end Indigenous disparity through the provision of skills, employment and business opportunities.

The policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organisation's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the Forced Labor Convention and the United Nations Guiding Principles on Business and Human Rights.

Fortescue prohibits the use of all forms of forced labor, including prison, indentured, bonded, military or slave labor and any form of human trafficking in our operations, suppliers' operations or any of the direct suppliers to those suppliers.

This includes the transportation, harbouring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.

Additionally, Fortescue directly influences the standards of conduct of people we do not employ by mandating all third parties we have a relationship with comply with our environmental, health, and safety standards, our human rights standards, and our Values.

We maintain a due-diligence program with our supplier base that includes specific reviews focused on child and slave labor and human trafficking. We also audit new and existing suppliers to ensure they comply with our human rights requirements. These audits are focused where risks regarding human rights concerns are greatest.

The Fortescue Board has charged the Audit and Risk Management Committee (ARMC) with oversight of the company's risk management framework and processes. In this capacity, the ARMC considers human rights risks for the business, its people and its supply chains as well as the adequacy of processes to effectively manage these risks.

Human rights risks are captured in Fortescue's corporate risk register together with corresponding risk mitigation strategies. These strategies include a strong focus on training, awareness and proactive engagement with our employees and suppliers to ensure that our business activities are consistent with Fortescue's corporate values and its Human Rights Policy

## Our Strategy

- We conduct our business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- We respect internationally recognised human rights principles.
- We acknowledge the UN Declaration on the Rights of Indigenous Peoples and respect the human rights principles it embodies including the principle of Free, Prior and informed Consent (FPIC). Consistent with FPIC, Fortescue's engagement processes seek to secure the consent of traditional indigenous land-owners to mineral exploration and development on their traditional lands.

- We treat everyone who works for Fortescue fairly and without discrimination. Our employees, agency staff and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.
- We respect freedom of association and collective bargaining.
- We respect the rights of people in communities impacted by our activities. We will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimise and/or mitigate them.
- We will make contractual commitments with suppliers that encourage them to adhere to the same principles contained in this policy statement.

## Responsibility

All Fortescue employees, vendors, contractors, consultants and other business partners are expected to read, understand and adhere to this policy and all related standards, guidelines and procedures.