

## Human rights policy

At Gemfields owned and fully-licensed mining operations, we commit to:

- Promote respect for human rights as set forth in the UN Universal Declaration of Human Rights, requiring all contracted security services to be site-specifically trained to meet the Voluntary Principles for Security & Human Rights
- Conduct security & human rights risk assessments and requiring all security services or individuals performing security services to be evaluated for any prior involvement in human rights abuses, and requiring a declaration to demonstrate no previous involvement
- Championing a workplace culture where employees have the right to dignity and respect and that working conditions and practices will respect employees' human rights under the UN Declaration
- Requiring operational leaders to ensure a zero-tolerance approach to physical, sexual, racial, religious, psychological, verbal, mental or any other form of harassment, threat or abuse whether manifested in behaviour, language, writing or gesture by our employees or contractors
- Requiring operational leaders to ensure there is no unfair discrimination, or favouritism in employment on the basis of race, colour, sex, sexual orientation, religion, political views, gender orientation, national extraction, social origin or age
- Guaranteeing employees have the freedom of association and collective bargaining without interference or intimidation and that negotiations and dialogue are conducted transparently and openly with outcomes that are respected and protected
- Taking a zero-tolerance approach to forced labour or modern slavery, including forced overtime and preventing the employment at our of people under the age of 18
- Where accommodation for workforce is provided on the mine site allowing employees reasonable freedom of movement including access, egress, safety and appropriate segregation
- Where reasonably practical champion and address practices in our sector and direct supply chain regarding human rights through collaboration and dialogue with stakeholders and the appropriate deployment of terms of business, warranty systems and the use of third party audits



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Sean Gilbertson  
Chief Executive Officer, Gemfields



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David Lovett  
Chief Financial Officer, Gemfields