

Public Commitment – Rights at Work

Our Public Commitment

BOSSCAP Group Pty Ltd, together with its subsidiary companies (collectively referred to as "the Company"), is committed to upholding the rights of all people. This includes our employees, the communities in which we operate, our supply chain partners, and individuals who may be affected by our activities. Our approach to Rights at Work is grounded in a fundamental respect for all human rights.

The Company conduct business in a manner consistent with the International Bill on Human Rights, the United Nations Guiding Principles on Business and Human Rights, the OECD Responsible Business conduct, and the principles concerning fundamental rights set out in the International Labour Organisation's (ILO) Declaration on the Fundamental Principles and Rights at Work.

The Company respects local and Indigenous communities, their values, heritage, and connections to land, waters, and the environment. We are committed to avoiding harm to spiritual and cultural heritage, and we recognise and respect Indigenous tenure rights, including the rights to water and sanitation. We support the United Nations Declaration on the Rights of Indigenous Peoples and uphold the human rights principles it embodies, including the principle of Free, Prior and Informed Consent (FPIC).

We engage meaningfully with communities and other rights-holders to respectfully manage and minimise potential project impacts. We work to create sustainable and thriving communities and deliver positive social and economic benefits. This will be reflected through our Local Industry Participation Policy, and also through our Aboriginal Engagement Strategy.

The Company rejects all forms of slavery, child labour, and forced labour within our operations and those of our suppliers. We actively work to ensure we are not complicit in human rights abuses and conduct our business in alignment with the Voluntary Principles on Security and Human Rights. We are committed to providing access to remedy through effective grievance mechanisms and will provide, or cooperate in, remediation where we identify that we have caused or contributed to adverse human rights impacts.

We work to avoid health and safety risks and impacts on employees and the communities in which we operate. We respect freedom of association, the right to a fair and living wage and ensure that all employees are treated fairly and without discrimination.

Our operations are guided by the Voluntary Principles on Security and Human Rights, and we ensure that relevant employees and contractors receive appropriate training in line with these principles. We maintain zero tolerance for threats, intimidation, or attacks against human rights and environmental defenders.

Our human rights principles are embedded across a range of policy and procedural documents, including those addressing workforce health and safety (BOSSCAP Policy - WHS), employment terms and conditions (BOSSCAP Policy - Recruitment & Selection), gender equality and diversity (BOSSCAP Policy - Gender Equality & Diversity), and modern slavery (BOSSCAP Policy - Modern Slavery).

We are committed to working in collaboration with our partners, suppliers, host governments, industry peers, customers, not-for-profit organisations, stakeholders, and rightsholders to uphold and advance these commitments. Through these partnerships, we strive to share knowledge, promote responsible business practices, strengthen transparency across our supply chains, and drive continuous improvement in respecting and protecting human rights. By fostering open dialogue and building long-term, trust based relationships, we aim to create positive social outcomes, support sustainable development, and contribute to resilient communities wherever we operate.

Our strategy

The Company will achieve its commitment to human rights by:

- I. Undertaking human rights due diligence of our operations and our partners and suppliers, with a focus on mitigating higher risk actions and activities.
- II. Implementing social performance, labour, security and environmental systems that are guided by international standards and frameworks and undertaking social assessments to identify and manage risks and opportunities.
- III. Engaging with all stakeholders respectfully and in a transparent, inclusive, continuous manner taking into consideration their preferred form of engagement.
- IV. Ensuring that all communities where we operate, including Indigenous Peoples, vulnerable and minority groups, are free to make decisions without coercion, intimidation, or manipulation, are given sufficient time to participate in key decisions and are fully informed about any projects and their potential impacts and benefits.
- V. Collaborating with responsible authorities to resolve any disagreements that may arise between Indigenous Peoples and companies in the pursuit of FPIC.
- VI. Avoiding or minimising resettlement, economic displacement and impacts on cultural heritage.
- VII. Delivering on our human rights commitments made to governments, communities and other stakeholders including those financing our projects.
- VIII. Meeting host nation requirements and where differences exist between internationally accepted human rights principles and the local laws/regulations where we are operating, applying the higher standard and promoting and encouraging host countries to adopt these higher standards.
- IX. Implementing training programs, measuring the effectiveness of related policies and standards and seeking continual improvement.

Responsibility

All of the Company's employees, suppliers, contractors, consultants, and other business partners are expected to read, understand and adhere to all related standards, guidelines, and procedures. It is the Executive team's responsibility that the Company's public commitment is enforced through an annual review process, and awareness is communicated to individual staff.