



CANNON

RESOURCES

HUMAN RIGHTS POLICY

Approval Date	April 2023
Review Date	April 2024
Last Update	April 2023

Human Rights Policy

Cannon Resources Limited ACN 646 149 902 (**Company**)

1 Introduction and Purpose

This Human Rights Policy (**Policy**) has been established by the board of directors (**Board**) of the Company.

The purpose of this Policy is to support the Company and its subsidiaries' (together the **Group**) commitment to conducting business in a way that is consistent with and respects human rights.

2 Scope

This Policy applies to all persons working for or on behalf of the Group in any capacity, and includes employees, directors, officers, contractors, subcontractors, tenderers and any other third parties that deal with the Company.

3 The Group's Commitments

The Group conducts its business in a manner consistent with the United Nations' Guiding Principles (**UNGP**) on Business and Human Rights.

The Group operates its business in a manner consistent with the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, including the four Core Labour Standards, the subject of the ILO Conventions which the Declaration is based upon, including:

- (a) the effective abolition of child labour;
- (b) the elimination of all forms of forced or compulsory labour;
- (c) the elimination of discrimination in respect of employment and occupation; and
- (d) freedom of association and the effective recognition of the right to collective bargaining.

The Group is committed to respecting and contributing to the realization of all human rights, prioritizing those based on risk to the people potentially impacted by our operations and business relationships. These include rights related to:

- (a) Indigenous peoples' culture, identity, traditions and customs;
- (b) communities / project affected stakeholders near our operations;
- (c) land access and use;
- (d) workplace health, safety and labour conditions;
- (e) water and sanitation; and
- (f) freedom from discrimination.

The Group's approach and respect to human rights is underpinned by our values and strategic objectives to uphold the commitments we make to our stakeholders. The Group will:

- (a) conduct business in a manner that respects the rights and dignity of all people, complying with legal obligations;
- (b) respect the diverse cultures and heritages of all stakeholders;
- (c) not use forced, compulsory or child labour or other forms of modern slavery while conducting business;
- (d) not tolerate adverse discrimination, harassment, bribery or corruption;
- (e) respect all employees right to reasonable working conditions and remuneration;
- (f) require that all personnel receive appropriate human rights and cultural training and guidance;
- (g) ensure there is transparency within business supply chains and operations of the Group, including the disclosure of any potential risk to modern slavery; and
- (h) respect and recognise the cultural values, traditions and beliefs of each community the Group operates in, including Indigenous Peoples.

4 Responsible Parties

Role / Title	Responsibility
Group	<ul style="list-style-type: none"> • Identifying, preventing and addressing any impacts on human rights. • Provide guidance for regular completion of human rights due diligence and impact assessments, planning, documenting and responding to stakeholder engagement including complaints and managing grievances. • Undertake due diligence when assessing new client relationships and suppliers to identify and manage any risk to human rights. • Undertake engagements with stakeholders to prevent and mitigate any adverse impacts of our activities on human rights. • Integrate human rights provisions into all management of suppliers, contracts and employee training. • Adopt practices and standards which are aligned to international human rights best practice. • Report periodically on the Group's approach to human rights, including monitoring current and emerging regulations relating to human rights and adapt policies and practices accordingly.
Employee	<ul style="list-style-type: none"> • Comply with all relevant human rights and workplace safety laws. • Undertake relevant training where required. • Comply with the Group's approach to human rights.

5 Reporting and Monitoring

Human rights risks are managed in accordance with the Company's Risk Management Policy with internal control systems, risk oversight and management.

There is a Whistleblower Policy available on the Company's website where any suspected or actual breaches of this Policy should be reported and dealt with accordingly.

Where instances of human rights issues are identified, the Company will seek to address, rectify and eliminate these in accordance with relevant legislation and the UNGP guidelines.

6 Mining Operations

The Group implements and monitors the following while conducting mining operations:

- (a) a risk assessment for the lifecycle of the mine;
- (b) human rights impact assessments performed for each phase of the mining project, particularly when conducting major projects and new activities in high-risk countries;
- (c) engaging in risk management processes to manage resources sustainably such as water, land, biodiversity and air;
- (d) monitoring sites to focus on improving health, safety, environmental and community impacts;
- (e) integrate Indigenous Peoples' perspectives and traditional knowledge into the Group's decision-making process throughout the mining lifecycle; and
- (f) engage with stakeholders to mitigate adverse impacts of the Group's mining activities on human rights.

7 Review of the Policy

This Policy shall be reviewed annually by the Board to ensure that it is operating effectively and ascertain whether changes are required to the Policy.