



EMERALD

RESOURCES NL

ACN 009 795 046

HUMAN RIGHTS POLICY

Emerald Resources NL (Emerald) is committed to respecting the Human Rights of all stakeholders and the laws of the countries in which we operate. We seek to prevent or mitigate any negative impacts of our activities, and maximise our positive impacts, including in relation to Human Rights, and to ensure that our operations do not contribute to conflict.

The purpose of this Policy is to provide a clear statement of Emerald's commitment to Human Rights. Emerald defines 'Human Rights' as outlined in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, international humanitarian law and the laws of the countries in which it operates.

Commitments

Emerald will:

- Seek to use its influence to prevent Human Rights abuses occurring in the vicinity of its operations, and engage in dialogue with stakeholders to promote Human Rights;
- Recognise and respect the cultural values, traditions and beliefs of the communities where it operates, including Indigenous Peoples;
- Work to ensure respect of Human Rights by personnel, both private and public, providing security to Emerald's operations;
- Strive to ensure a direct, honest and open relationship with employees, that is built on mutual trust and respect, for the dignity and worth of each individual;
- Not engage in or condone forced, compulsory or child labor, and work to ensure that these are not present in Emerald's workforce or supply chain;
- Implement this Policy throughout Emerald's operations and promote continuous improvement in relation to Human Rights;
- Communicate this Policy, and our expectation of compliance with this Policy, to all Emerald's stakeholders (including directors, employees, contractors, non-managed sites, joint ventures and suppliers); and
- Conduct Human Rights training for key stakeholders.

Application

All of Emerald's stakeholders (including its directors, employees, contractors, its non-managed sites, joint ventures and suppliers) are required to comply with this Policy.

Authorised on behalf of the Emerald Board of Directors.

Morgan Hart
Managing Director

Dated: 20th January 2023
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