**HUMAN RIGHTS STATEMENT**

At Silica Resources Australia (SRA) we are mindful of our ethical responsibilities on an ongoing basis. Our Code of Conduct Policy sets out a common framework around how we are expected to behave and to do the right thing. Knowing, understanding, and applying these behaviours, is a fundamental part of how we operate.

We believe that it is the responsibility of everyone at SRA to respect and uphold the human rights of our employees as well as all individuals and stakeholders that we are in contact with both directly and indirectly, on a day-to-day basis.

We are genuinely committed to upholding the human rights of all people and this is demonstrated through our related policies and guidance for our people including our Health and Safety Handbook and Employee Handbook.

SRA will specifically commit to stamping out human rights abuses by -

* Always complying with the Workplace Relations Act and other relevant employment laws, as well as drawing on internationally recognised best practice labour principles in how we conduct our business.
* Aiming to protect the health and safety and wellbeing of our people.
* Not tolerating forced, involuntary, or child labour.
* Work with other parties only if we are comfortable that our work will not contribute to human rights violations.

No matter what jurisdiction we operate in, whether it be in Australia or overseas, we will comply with local laws and regulations and cooperate with the relevant authorities in respecting and promoting internationally declared human rights.



**Robert Tindall**

Managing Director

Date: 22 May 2024