

## Human Rights Policy

Lynas is committed to protecting the human rights of our employees, business partners and their families, the communities in which we operate, and all other people with whom we have dealings.

Lynas recognises that our responsibility to protect human rights applies to our own global operations and to our supply chains.

### Commitment

The Lynas Human Rights Policy is based on the United Nations Global Compact (UNGC), the International Labour Organization's (ILO) core conventions, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles for Business and Human Rights, and the International Bill of Human Rights.

We are committed to respecting all internationally recognised human rights in our operations.

This Human Rights Policy is overseen by Lynas' Board of Directors, including the Chief Executive Officer.

We continually evaluate and review how best to strengthen our approach to addressing human rights. We believe that external initiatives and partnerships, for example with other industries, community groups, suppliers and other business partners, are often the best ways to address shared challenges.

### Scope of Application

This Policy applies to all Lynas sites and to all Lynas employees and contractors on our sites.

### Declaration of Commitment

Lynas supports and adheres to the principles set out in the United Nations Universal Declaration of Human Rights. Lynas achieves this by:

- **due diligence** – exercising due diligence to identify, prevent and address actual or potential human rights impacts from our activities;
- **risk situations** – being aware of circumstances and environments which may involve the risk of human rights issues arising, including when engaging security personnel;
- **complicity** – ensuring that we are not complicit in behaviour that might contravene our policy;
- **grievances** – maintaining mechanisms for dealing with human rights grievances;
- **discrimination** – not discriminating against any person based on race, origin, religion, disability, gender, sexual orientation, medical condition, union membership, political affiliation or age;
- **civil and political rights** – respecting civil and political rights of individuals including the right to express their views and participate in organised labour activities;
- **economic, social and political rights** – respecting economic, social and political rights necessary for human dignity, including the right to personal security, property rights and resettlement (should it be required), and indigenous peoples' rights;



- **rights at work** – providing fair working conditions for all employees and never using forced or child labour; and
- **empowering women through rights, skills and opportunities** - managing businesses where women participate on an equal basis and where women's rights and economic inclusion are priorities.

#### Quantitative Objectives

- All manager level and above employees trained on anti-discrimination and other human rights issues;
- Zero breaches of our Human Rights Policy.

**Amanda Lacaze**  
**Chief Executive Officer**  
**Date of Issue: May 2020**

