



Human Rights Policy

1. Introduction

1.1. Renascor Resources Ltd (Renascor) is committed to supporting the protection of human rights in all jurisdictions where we operate. We will be guided by the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organisation Core Labour Conventions. We will also ensure that we carry out our activities in support of the principles of the Australian Fair Work and Human Rights Commissions.

2. Key Commitments

- Continuously strive to identify, monitor, prevent and mitigate all potential adverse human rights impacts.
- Provide a workplace that is safe, healthy and respectful to our employees, contractors and visitors including the rights of our employees to freedom of legal association.
- Recognise and respect the rights of the Traditional Owners of the land on which we operate, develop and maintain positive relationships through engagement with the Traditional Owners to ensure appropriate protection of cultural heritage
- Ensure that workers experience fair and equal treatment and experience a work environment that is free from modern slavery, discrimination, harassment, intimidation or coercion.
- Value and promote diversity, inclusion and equality in our workforce and workplace.
- Provide a human rights grievance mechanism which is known, trusted and accessible to anyone who may need it.
- We expect the same from our business partners, clients and suppliers integrating this commitment in contractual arrangements.

3. Review of Policy

3.1. This Policy will be reviewed regularly by the Board having regard to the changing circumstances of the Company and any changes to this Policy will be notified to affected persons in writing. Personnel should communicate all comments and concerns about this Policy to the Company Secretary.

Renascor Resources Limited	HUMAN RIGHTS POLICY
ASX: RNU ABN 90 135 531 341	Approved: Board of Directors 20-09-24