

Human Rights Policy

1. Preamble

Human rights are a set of fundamental principles, protections and freedoms concerned with equality and fairness for all people, irrespective of their circumstances. Genesis Minerals Limited and its related bodies corporate (**Genesis** or the **Company**) is committed to respecting and safeguarding human rights across its business operations and supply chain, the communities in which we operate, and implementing procedures and policies to meet its legal and ethical obligations.

2. Our Commitment

As a responsible business, we acknowledge our duty to respect the human rights of our stakeholders and will:

- ▶ comply with the laws and regulations in the jurisdictions in which we operate, and where a difference exists between the Company's policies and processes, Genesis will apply the higher standard;
- ▶ comply with the *1948 Universal Declaration of Human Rights*, and uphold the human rights principles of the *UN Global Compact*;
- ▶ respect the *UN Guiding Principles on Business and Human Rights*, and the *Voluntary Principles on Security + Human Rights*, to the extent that those documents mandate businesses to respect internationally recognised human rights;
- ▶ recognise and respect the cultural values, traditions and beliefs of the communities where it operates, including Indigenous Peoples in line with the *United Nations Declaration on the Rights of Indigenous Peoples*;
- ▶ undertake risk assessments to identify and manage human rights risks (this includes preventing modern slavery, forced labour, human trafficking and deceptive recruiting of labour or services) connected to the Company and its supply chain;
- ▶ foster direct, honest, and open relationships with employees, contractors, and stakeholders, built on mutual trust and respect for the dignity and worth of each individual;
- ▶ communicate this Policy and the expectation of its compliance to all Genesis' stakeholders (including directors, employees, contractors, joint-ventures and suppliers);
- ▶ embed our principles on human rights within the Company's policy documents;
- ▶ encourage and support reporting of potential breaches of this policy via the Company's confidential grievance mechanisms (including those processes under the Whistleblower Policy).
- ▶ investigate and remediate any alleged human rights concerns, and ensure that those raising concerns in good faith are protected from retaliation.

3. Policy Application

This Policy applies to the Company's personnel, business partners and other parties directly linked to its operations, products or services.

4. Associated Policies

This Policy is interlinked with several of Genesis' corporate governance codes, charters and policies including:

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- ▶ Code of Conduct
 - ▶ Diversity, Equality and Inclusion Policy
 - ▶ Health & Safety Policy
 - ▶ Risk Management Policy
 - ▶ Whistleblower Policy
 - ▶ Anti-Bribery and Corruption Policy
 - ▶ People & Culture Committee Charter
 - ▶ Review

This Policy will be reviewed by the Board annually, to ensure that it continues to reflect Genesis' intent and aspirations in addressing human rights.

This Policy is approved by the Board of Directors.

Last Review: 23 October 2025

Next Review: 23 October 2026