Human Rights Policy Statement

Our Commitment

Human rights are the fundamental protections and freedoms that belong to all human beings. Regis is committed to respecting recognised human rights in its business operations and supply chain as set out in the following voluntary guidelines:

- United Nations Universal Declaration of Human Rights,
- the International Bill of Human Rights,
- the United Nations Declaration on the Rights of Indigenous Peoples,
- the International Council on Mining and Metals (ICMM) Indigenous Peoples Position Statement, and
- the fundamental labour principles set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Scope

This statement sets out Regis' expectations of its directors, employees, contractors, suppliers and business partners.

Implementation Approach

Set out below are the measures Regis is taking to implement its commitment to respecting human rights to ensure it prevents, mitigates and remedies any human rights impacts from its business operations and supply chain.

- Complying with applicable Australian laws and regulations in the jurisdictions in which we operate and where a difference exists between Regis policies and processes and local laws or regulations, Regis will apply the higher standard.

- Regularly assessing Regis' human rights risks within our operations and supply chain and implementing management systems, practices and standards that aim to prevent and mitigate harmful human rights impacts.

- Complying with our obligations under the *Modern Slavery Act 2018* (Cth) by undertaking risk assessments to identify modern slavery risks (including forced labour, child labour and human trafficking) in our operations and supply chain and taking action to address identified risks.

- Providing safe and just working conditions and a workplace where individuals are not discriminated against on personal attributes unrelated to job performance such as race, religion, gender identity, age, sexual orientation, relationship or family status, disability, cultural background, or socio-economic status.

- Respecting the rights of all employees and contractors to freedom of association and collective bargaining.

- Respecting the rights of indigenous people, their history, culture and connection to the land, including meaningful engagement and consultation with indigenous communities that may be impacted by Regis' operations in accordance with Regis' Indigenous Peoples Statement.

- Communicating this policy and our human rights expectations to our employees, contractors, suppliers and business partners. Encouraging our suppliers and contractors to comply with our human rights expectations through appropriate contractual commitments and procurement principles.

- Providing education to our employees and contractors to promote a culture that respects human rights.

- Ensuring access to a fair and confidential grievance mechanism through which Regis undertakes to record and investigate allegations of human rights breaches via the Whistleblowing Policy. Where adverse human rights impacts have been caused or contributed to by Regis, we will take appropriate remedial action and work collaboratively with relevant authorities.

Review of Policy

This Policy was approved by the Regis Board and will be reviewed annually.