



## Human Rights Policy

Nico Resources Ltd (Nico or the Company) is committed to respecting the human rights of our workers, traditional owners and all other stakeholders by acting honestly, fairly, reasonably and in good faith in line with Nico's Code of Conduct and values. To fulfil this commitment, Nico will:

- Abide by internationally recognised human rights standards (relevant to our business) contained in the:
  - Universal Declaration of Human Rights;
  - International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work;
  - International Covenant on Civil and Political Rights;
  - International Covenant on Economic, Social and Cultural Rights; and
  - Convention on the Rights of the Child.

While these standards are embedded in Australian laws and regulations, application of these standards shall also be applied to our supply chain where it extends beyond Australian borders.

- Comply with relevant human rights laws, regulations and standards.
- Respect the rights of workers to freedom of association and collective bargaining.
- Not tolerate slavery or forced or child labour in our workforce or our supply chain.
- Use a risk-based approach to assess impacts and develop programs to mitigate impacts and human rights exposure.
- Implement grievance procedures for internal and external stakeholders to provide a safe way to call out discrimination, bullying, harassment, vilification or victimisation, bribery and corruption.
- Conduct training and raise awareness of human rights aspects of our activities to internal and external stakeholders.
- Regularly monitor and transparently report on human rights impacts.

Additional human rights commitments are contained in Nico's Code of Conduct, Traditional Owner Engagement Policy, and Supplier Code of Conduct. Nico consults, informs and involves the Ngaanyatjarra (Ng) Lands People via the Ng Council and Implementation Committee, on various aspects of this policy. Nico employees, contractors and subcontractors, authorised visitors, suppliers and any person working for or on behalf of Nico are responsible for implementing this policy. Senior management is committed to the implementation of and compliance with this policy.

A handwritten signature in black ink that reads "Jonathan Shellabear".

Jonathan Shellabear  
**MANAGING DIRECTOR**  
 30 June 2024