

# HUMAN RIGHTS POLICY

Approved by the Board of Directors effective 21 September 2023

## 1 PURPOSE

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**Lotus Resources Limited** (the Company) and its subsidiaries are committed to cultivating a sustainable future by respecting human rights. We believe everyone deserves to be treated with fairness, respect and dignity.

As a responsible corporate citizen, we acknowledge our role in contributing to our human, social, environmental, community, and economic development in the locations we operate.

We support the protection of fundamental human rights and freedoms, including supporting the elimination of all forms of forced or compulsory labour, child labour, and deceptive recruiting for labour or services.

## 2 APPLICABILITY

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This policy applies to:

- executive and non-executive directors;
- full-time, part-time and casual employees; and
- contractors, consultants, advisers and suppliers.

## 3 RESPONSIBILITIES AND REVIEW

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Management is responsible for providing visible leadership for this Policy.

The Managing Director is accountable to the Board of Directors for ensuring this Policy is effectively implemented.

The Board will review this Policy periodically to ensure that it is current, and the requirements of this Policy meet standards for respecting human rights.

## 4 POLICY

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The Company's human rights objectives will be achieved by:

- (a) acknowledging and, to the best of its ability, preventing and mitigating any adverse human rights impacts that may result from its business activities.
- (b) Not engaging in or in any way condoning (or being seen to condone) forced, compulsory or child labour, and work to ensure that these are not present in our workforce.
- (c) Demonstrate to our customers, communities, and people that we acknowledge our commitment to respecting human rights, which includes at-risk or vulnerable groups.
- (d) Ensuring our contractors and suppliers (and others in the supply chain) are aware of this Policy and the expectation of the Company that they uphold human rights within their own business.
- (e) To work to align our business activities and practices with the [UN Guiding Principles on Business and Human Rights](#)

This policy should be read in conjunction with **Our Code of Conduct and Inclusion and Diversity Policy**, available on Lotus' website.