

HUMAN RIGHTS POLICY

OUR VISION

Our vision is to embed respect for human rights into every aspect of our operations, decision-making, and relationships, both within the company and in all our engagements with stakeholders.

OUR APPROACH

- We **recognise** the United Nations (UN) Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights.
- We also **acknowledge** the International Finance Corporation Performance Standards and the Equator Principles as relevant frameworks for project development.
- We **prioritise** a safe and healthy working environment and ensure that our operations meet rigorous health and safety standards designed to prevent harm and protect all individuals on our sites.
- We **uphold** freedom from discrimination and harassment, including unfair treatment related to race, colour, religion, ethnic or national origin, gender, sexual orientation, disability, age, or other protected characteristics.
- We **foster** a diverse and inclusive workplace that provides all individuals with fair and equitable opportunities to contribute, grow, and advance.
- We **respect** freedom of expression and the right of employees and contractors to associate, including their right to establish and join organisations of their choosing and to bargain collectively, and we provide channels for them to raise and discuss labour rights and human rights concerns.
- We **acknowledge** the collective rights of Indigenous peoples, including their right to free, prior, and informed consent.
- We **provide** fair, lawful, and timely compensation to employees, suppliers, and service providers.
- We **support** the right to development by providing meaningful opportunities for training and skills growth, and we prioritise local recruitment in the countries and communities in which we operate to advance participation, build capability, and promote equitable economic inclusion.
- We **maintain** systems and decision-making processes to identify (through due diligence where appropriate) and to prevent, mitigate, or remediate adverse impacts on the human rights of others.
- We **address** human rights concerns and prevent recurrence through investigation and through our accessible, equitable, and transparent Grievance Mechanism and Whistleblower Policy.
- We **report** publicly on human rights performance, impacts, consultation, and initiatives for improvement.

OUR COMMITMENT

We are committed to fostering a culture in which human rights considerations guide our conduct, shape our partnerships, and underpin sustainable and responsible growth, ensuring that our activities consistently uphold the rights, wellbeing, and cultural heritage of the individuals and communities with whom we work.



Brandon Munro

Executive Chairman

08 December 2025



Gavin Chamberlain

Chief Executive Officer

08 December 2025

Bannerman Energy's Board of Directors has endorsed this Human Rights Policy and requires all members of management and the workforce, as well as all suppliers, contractors, and subcontractors, to uphold and comply with its principles in all business activities and interactions with the company. The Board, supported by the Chief Executive Officer, oversees the Policy and monitors its implementation and effectiveness, reviewing developments in legislation, regulation, and recognised human rights standards to ensure it remains current and aligned with industry principles, and undertaking periodic reviews that may include the establishment of objectives or targets where appropriate.