



Iluka is committed to respecting human rights and believes that all people should be treated with dignity and respect. Iluka seeks to prevent or mitigate any negative human rights impacts in connection with our operations or activities and maximise any potential positive impacts where we are present.

All of Iluka's stakeholders, including its directors, employees, contractors and suppliers, are required to comply with this Policy.

As a part of our commitment to respect human rights, Iluka will:

- work to align our business activities and practices with the *UN Guiding Principles on Business and Human Rights*¹;
- treat our employees fairly and without discrimination, and promote diversity in the workplace;
- reject any form of slavery, forced or child labour, and work to ensure that such practices are not present in our business or our supply chain;
- respect the human rights of the communities in which we operate;
- consult with stakeholders on human rights issues and provide an easily accessible complaints mechanism to resolve grievances in a timely manner;
- recognise the rights of Indigenous peoples, acknowledging their connections to lands and waters and respecting their culture;
- explore alternative project designs to minimise the need to resettle people, and where displacement is unavoidable align practices with the *IFC Performance Standard 5 Land Acquisition and Involuntary Resettlement*²;
- seek to ensure respect of human rights by personnel engaged by Iluka to provide security services, and work toward alignment with the *Voluntary Principles on Security and Human Rights*³; and
- communicate this Policy and our commitment to human rights to all stakeholders, including employees, contractors and suppliers, and provide human rights training to relevant personnel.

Respect for human rights is embedded in other Iluka policies and management systems, including the Health, Safety, Environment and Community Policy and the People Policy.

Suspected or actual breaches of this Policy should be reported to your supervisor through the incident reporting system, the Whistleblower hotline or, for Sierra Rutile Limited employees, your supervisor or a member of the internal audit team.

Tom O'Leary
Managing Director

Footnotes

1. To view the *Guiding Principles on Business and Human Rights* click [here](#).

2. To visit the *Voluntary Principles on Human Rights* website click [here](#)

3. To view the *IFC Performance Standard 5 on Land Acquisition and Involuntary Resettlement* click [here](#).

