

HUMAN RIGHTS POLICY

POLICY

Doc. ID: PML-SEC-POL-001

This Policy relates to our commitment to respect human rights, including our focus on labour rights, anti-discrimination and diversity, security practices, communities, Indigenous rights and conflict-affected areas.

OUR COMMITMENTS

Perseus is committed to respecting all the internationally recognised human rights of our employees, contractors, directors, local communities and our other stakeholders. All human beings are born free and equal in dignity and rights. Human rights recognise the inherent value of each person, based on principles of dignity, equality and mutual respect. Human rights are the basic political, civil, economic, labour, social and cultural rights and freedoms to which all people are entitled, without discrimination¹.

We value acting with integrity and courage and fostering an ethical culture where everyone embraces a sense of responsibility for doing the right thing in the right way. Respecting human rights across all our business activities helps to uphold Perseus's core values and achieve our mission of providing material benefits to our stakeholders by undertaking socially and environmentally responsible and commercially successful gold mining.

As a mining company operating in Africa, we recognise our influence and potential impact on the human rights of a range of stakeholders, including as an employer, contractor, procurer and supporter of communities. We are committed to doing what matters by working closely with our stakeholders to identify and understand our impacts, to mitigate negative impacts and enhance positive ones.

Our commitments align to the [World Gold Council Responsible Gold Mining Principles](#). Our approach is inclusive of the internationally recognised human rights set out in the [United Nations \(UN\) Universal Declaration of Human Rights](#), the [UN Guiding Principles on Business and Human Rights](#), and the [International Labor Organization's Fundamental Conventions](#). It includes a commitment to work to eradicate modern slavery in our operations and supply chain, and demonstrating continuous improvement in this regard through our annual reporting under the Australian [Modern Slavery Act 2018 \(Cth\)](#). It also includes a commitment to avoid use of unnecessary force in conducting security activities in line with the [Voluntary Principles on Security and Human Rights](#).

¹ As defined by the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.

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Doc. ID:	PML-SEC-Pol-001	Version:	02
Date Issued:	1 September 2023	Date Printed:	8/02/2022

We recognise that in specific circumstances other international human rights laws, principles and guidelines for business may support our decisions on how we best respect the rights of vulnerable populations or other rights-holders.

We commit to respecting the higher standard where national law and international human rights standards differ. If there is conflict between the two, we commit to respecting international human rights to the greatest extent possible.

GOVERNANCE

The Perseus Board has accountability and oversight of our Sustainability performance through our Corporate Governance Framework, which outlines management’s responsibilities and our standards for acting ethically and responsibly. Our Board is responsible for ensuring that management has the policies, systems and processes in place to identify and mitigate the risks our business faces.

The risks and uncertainties involved in operating a resources company, including risks relating to human rights, are continually monitored by our Board, with regular appraisals on the effectiveness of our Risk Management Framework. The Audit and Risk Committee assists the Board to oversee risk and opportunity management, and compliance with applicable laws, regulations, standards and best practice guidelines.

OUR APPROACH

The [United Nations Guiding Principles on Business and Human Rights](#) guide the implementation of our policy commitments through our human rights due diligence processes.

The focus of our implementation is on the human rights that are most relevant to our operations and supply chain, which we have set out below. We will review our salient human rights issues on an annual basis.

Our Human Rights Policy is implemented through our established risk management framework and our interlinked policies and processes to ensure the ethical conduct and integrity of our business. These include Our Values, Code of Conduct, Anti-Bribery and Corruption processes, Diversity, Equal Opportunity and Anti-Discrimination Policy, Whistleblower Policy, Supplier Code of Conduct, Social Performance Policy and Standard, grievance mechanisms, and associated internal standards and procedures.

We do not tolerate retaliation against human rights defenders who are acting to address human rights on behalf of individuals or groups.

OUR FOCUS AREAS

LABOUR RIGHTS AND SUPPLY CHAIN

Perseus will seek to ensure that we do not cause, and are not complicit in, human rights abuses either directly or through our business relationships. We are committed to regularly and systematically conducting due diligence to identify human rights, corruption and conflict risks to prevent adverse impacts from modern slavery and labour related harm within our business and across our supply chain.

Perseus’s internal Human Resources standards, procedures and frameworks have been established to ensure we meet our human rights commitments, and manage any potential labour related human rights risks within our business.

We have adopted a Supplier Code of Conduct and support our contractors and suppliers to operate responsibly and to standards of ethics, safety, health, human rights and social and environmental

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performance comparable with our own. We will exercise risk-based due diligence on those entities from which we source goods and services to monitor compliance.

Perseus is committed to the following principles:

- Prohibit and seek to eradicate all forms of modern slavery and forced, compulsory or child labour, and human trafficking, at our operations and in our supply chains.
- Workers have fair wages, benefits, and conditions relative to national and local benchmarks, norms and regulations.
- Uphold the legal rights of our employees and contractors to associate with others and to join or to refrain from joining labour organisations of their choice and to bargain collectively without discrimination or retaliation.
- Workers experience fair and equal treatment and access to opportunity and enjoy a work environment that is free of discrimination, harassment, intimidation, or coercion relating directly or indirectly to the protected attributes (set out under “Discrimination and Diversity” below).
- Implement policies and practices to promote diversity at all levels of the company, including the representation and inclusion of historically under-represented groups, and report on our progress.
- All workers’ health and safety is protected in the workplace.
- Provide a confidential mechanism through which employees and others associated with our activities may raise ethical concerns and which will provide protection from retaliation for those who raise concerns in good faith.

DISCRIMINATION AND DIVERSITY

Perseus is committed to inclusion and diversity, focusing on shared values, experiences and aspirations. Our leaders are accountable for promoting diversity and inclusiveness. In line with our [Diversity, Equal Opportunity and Anti-Discrimination Policy](#) and [Code of Conduct](#) we respect each other and draw strength from our differences.

We do not condone discrimination on the basis of protected attributes including race, religion, national or ethnic origin, citizenship status, political opinion, age, marital or relationship status, carer responsibilities, sex, sexual orientation, gender identity, intersex status, pregnancy, parental status, breastfeeding, disability, veteran status, trade union activity or other legally protected status.

We expect the same from all our business partners, including contractors and suppliers.

Perseus is committed to creating a culture, workplace and relationships with our stakeholders where people feel like they belong. This includes continuing to improve the representation of people from diverse backgrounds across our business and working to ensure our people feel supported.

We are committed to identifying and resolving barriers to the advancement and fair treatment of under-represented groups, including women and indigenous people, in our workplaces. Through our employment, supply chain, training and community investment programmes, we will aim to contribute to the socio-economic empowerment of women in the communities associated with our operations.

SECURITY AND HUMAN RIGHTS

We will manage security-related human rights risks through implementation of the [Voluntary Principles on Security and Human Rights](#), including incorporating these requirements into arrangements with governments where we deploy public security forces.

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We will ensure that our security contractors are trained on the VPSHR to increase their understanding of human rights considerations and to avoid security-related incidents with possible human rights implications.

We will investigate and respond to security-related incidents, including complaints relating to human rights violations and will monitor our security and human rights performance and ensure transparent reporting of security incidents and community grievances.

COMMUNITIES

We respect the rights of our communities, and seek to prevent health, safety, or social impacts from our activities. We will conduct assessments to identify human rights risks and impacts of our activities throughout the mine life cycle and manage and monitor these to as low as reasonably practical.

We will establish fair, accessible, effective, and timely mechanisms through which complaints and grievances related to our activities can be raised and resolved. Those raising such grievances in good faith will not face discrimination or retaliation as a result of raising their concerns. Our commitments, approach and focus areas are further outlined in the [Perseus Social Performance Policy](#).

INDIGENOUS PEOPLES

We are committed to respecting the rights of Indigenous Peoples in line with the [United Nations Declaration on the Rights of Indigenous Peoples](#). We will respect Indigenous Peoples collective and customary rights, culture and connection to the land. We will work to obtain their free, prior and informed consent where significant adverse impacts may occur during exploration, project design, operation and closure, including around the delivery of sustainable benefits.

CONFLICT-AFFECTED OR HIGH-RISK AREAS

We will implement the [World Gold Council Conflict-Free Gold Standard](#). We will ensure that when we operate in conflict-affected or high-risk areas our operations do not cause, support or benefit unlawful armed conflict or contribute to human rights abuses or breaches of international humanitarian law.

ENVIRONMENT

We acknowledge the connection between environmental sustainability and human rights and, through our Environment Policy, set out minimum requirements, standards and governance and risk management processes to sustainably manage air, land, biodiversity and water resources.

We require the assessment and management of tailings storage facilities in a manner that respects human rights and is guided by the Global Industry Standard on Tailings Management.

APPROVAL AND REVIEW

This Policy is to be reviewed annually and updated as required.

REV. NO.	PREPARED/ UPDATED BY	REVIEWED	APPROVED	DATE	DESCRIPTION/ CHANGE EFFECTED
0	General Counsel & Company Secretary	Managing Director & CEO	Perseus Board	01/05/2017	Policy Created

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1	General Counsel & Company Secretary	Managing Director & CEO	Perseus Board	November 2019	Reviewed & updated
2	General Manager Communications and Corporate Services	Managing Director & CEO	Perseus Board	August 2023	Reviewed & updated

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