



Human Rights Policy



SYRAH RESOURCES

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Syrah Resources Limited (“Syrah” or “the Company”) is an Australian Securities Exchange listed industrial minerals and technology company with its flagship Balama Graphite Operation in Mozambique and a downstream Active Anode Material Facility in the United States. Syrah’s vision is to be the world’s leading supplier of superior quality graphite and anode material products, working closely with customers and the supply chain to add value in battery and industrial markets.

Syrah is a strong advocate of human rights and is committed to ensuring that the right Company policies, processes, procedures and systems are in place to do everything we reasonably can to identify, mitigate and prevent potential adverse human rights impacts on its people and communities. We understand our role in respecting and promoting human rights and will, at a minimum, act in accordance with internationally recognised human rights standards, including the International Bill of Rights, the International Labour Organization’s Declaration on the Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights.

At Syrah, we demonstrate respect for human rights by:

- Ensuring that human rights are central to our Company Values.
- Complying with the applicable laws of the jurisdictions in which the Company operates.
- Complying with our Modern Slavery Statement.
- Maintaining an ethical, diverse and inclusive organisational culture where all employees are afforded a safe and productive work environment free from bullying, harassment, discrimination and other forms of inappropriate behaviour.
- Ensuring just conditions of work are provided to all employees in line with applicable labour law as a minimum, including fair wages and working hours.
- Protecting the health, safety and well-being of all employees, and providing them with accessible safe avenues to raise concerns while respecting their personal dignity and privacy.
- Not engaging in or condoning forced, compulsory or child labour and actively working to prevent all forms of modern slavery within our areas of influence.
- Ensuring that all site-based operations employees are over the age of 18.
- Respecting and supporting the rights of all employees and contractors to freedom of association and collective bargaining.
- Ongoing engagement with local communities and providing appropriate mechanisms for concerns, grievances and complaints to be raised.
- Ensuring that ongoing processes are in place to identify, mitigate and minimise the risk of potential adverse human rights impacts.
- Promoting respect for and protection of vulnerable groups including but not limited to women, youth, indigenous peoples, national minorities and internally displaced persons.
- Undertaking human rights risk and impact assessments and engaging in dialogue with local communities, civic authorities and other key stakeholders to promote respect for human rights.
- Working closely with our security providers to mitigate the risk of security-related human rights abuses and violations including providing mandatory training on the Voluntary Principles on Security and Human Rights to all onsite security contractors at Balama.
- Conducting human rights awareness training for all Company employees and onsite contractors at Balama.
- Communicating this Policy to all relevant groups, including all employees.
- Implementing this Policy through well-defined management systems, workplace accountabilities, human rights performance monitoring, reporting & remediation, and drawing on external human rights expertise as required.

- Reporting human rights performance regularly to the Sustainability Committee and Board to ensure good governance, compliance, identification of material risks and alignment with the strategic objectives of the Company.

Syrah Resources Limited			
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Authorised Reviewer(s)	Syrah Leadership Team (SLT) and Executive Committee (ExCo)
Authorised Approver(s)	Sustainability Committee (SC) and Board of Directors (BoD)
Legal Review	Andrew Komesaroff – General Counsel
Document Control	Jemma Pititto – Executive Assistant

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