



HUMAN RIGHTS POLICY

Panoramic Resources is committed to respecting the human rights of all people we engage with in our business. We recognise and respect the rights and dignity of all people by implementing standards and procedures which aim to eliminate unethical practices from our supply chain and by ensuring our people are free to operate in an inclusive environment regardless of race, religion, marital status, political beliefs, or experience.

To achieve these goals Panoramic Resources will:

- Observe the human rights recognised in the Universal Declaration of Human Rights
- Champion and promote a workplace culture which encourages diversity and inclusion without regard to factors such as sex, marital status, race, impairment, religion, political beliefs or social preference
- Acknowledge and respect Aboriginal cultural heritage and work with Aboriginal communities affected by our operations in an open, transparent, and collaborative manner to ensure we continue to deliver positive outcomes for all members of these communities
- Implement a framework to identify and address risks of modern slavery including forced labour, servitude, child labour, or human trafficking, in our operations and supply chain
- Commit to a continuous improvement approach to meet our modern slavery risk identification and management obligations under the Modern Slavery Act 2018, and work with our suppliers to address modern slavery risks in their operations and supply chains
- Prohibit all forms of corruption and bribery, retaliation, discrimination, harassment, and intimidation against any person reporting a breach of this policy
- Focus on continued learning and development for all employees to ensure our business practices are consistent with our values to promote and uphold the rights and dignity of all people.

The Panoramic Resources Board and Executive Leadership Team have ultimate supervision for the implementation of this Human Rights Policy, however all Panoramic Resources employees and anyone engaging with our business has a shared responsibility to ensure we uphold these fundamental human rights.

Victor Rajasooriar Managing Director
Panoramic Resources Limited

10 February 2023