Ethics and Human Rights Policy

OZ Minerals Limited (OZ Minerals) is a modern mining company listed on the Australian Securities Exchange (ASX). We specialise in exploring, developing and operating copper, gold and base metal projects. OZ Minerals strives to be a global market leader and a partner of choice in the resource sector, with clear strategy and effective governance to support value creation for all our stakeholders.

Objective

The objective of this Ethics and Human Rights Policy is to help protect the human rights of our stakeholders and to prevent human rights breaches from occurring at OZ Minerals Assets.

Scope and Implementation

This policy applies to all employees, directors, officers, consultants and contractors of OZ Minerals and its subsidiaries (Personnel). Complete and consistent implementation of this policy and its supporting standards and procedures is required across all OZ Minerals Assets. Adherence will be verified through regular audit and review processes.

Commitment

To meet the objective of this Ethics and Human Rights Policy, OZ Minerals will:

- Understand, promote and uphold fundamental human rights within our sphere of influence
- Recognise and respect the diversity of Land Connected Indigenous Peoples and acknowledge the interests they have in the land, their history and cultural heritage
- Not employ forced, bonded or child labour, and support the elimination of child, forced and compulsory labour
- Respect the right of our Personnel to freedom of association and collective bargaining
- Foster and maintain a work environment that is free from harassment and unlawful discrimination
- Not tolerate any reprisals, discrimination, harassment, intimidation or victimisation against any person suspected of making a report of unacceptable conduct
- Never accept bribes in any form and never make facilitation payments
- Prohibit all forms of corruption, extortion, discrimination and harassment
- Assess and avoid circumstances where bribery and corruption may occur
- Conduct appropriate due diligence before engagement to ensure third-party agents, suppliers and contractors operate with strong ethical and moral standards
- Maintain processes to report misconduct, and sanction subsequent disciplinary and corrective processes
- Maintain securities procedures consistent with international law enforcement standards
- Ensure all security contracts conform with the ‘Voluntary Principles on Security and Human Rights’
- Implement systems and procedures to protect the safety and security of our Personnel and communities, including processes to remedy non-compliance with this policy
- Monitor, maintain and improve, where required, ethics and risks to human rights through the use of robust systems, governance and assurance processes
- Use this policy as the basis for developing new, and maintaining existing standards and procedures that relate to this policy
- Make our Personnel aware of this policy.

Andrew Cole
Managing Director and Chief Executive Officer
April 2018