

# HUMAN RIGHTS AT WORK

Orica is committed to respecting and upholding the human rights of our global workforce and those impacted by our operations and business relationships in the communities in which we operate. We recognise our responsibility to have a positive influence in society and that human rights are fundamental in contributing meaningfully and sustainably in everything that we do.

Our approach to human rights is informed by the United Nations (UN) Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and key conventions of the International Labour Organisation.

In addition to complying with applicable laws and regulations of the countries in which we operate, we focus our efforts on respecting and supporting the rights of our workforce and treating those who work for Orica fairly, without discrimination, and in conditions that respect the rights and dignity of each individual.

## APPLICATION

This Human Rights Policy applies to all Orica employees, as well as contractors and their workforce throughout our value chain. This includes employees engaged in joint ventures where Orica is the controlling entity.

Orica expects our suppliers and business partners to respect internationally recognised human rights and incorporate principles of this policy and our Responsible Sourcing Statement.

We will also engage with non-managed and non-controlled entities in which we participate, and work together with our customers to advance respect for internationally recognised human rights.

## PRINCIPLES

As a business operating in many countries, our global workforce has a wide range of nationalities and cultural backgrounds. While there are differences in practice, we have common principles that apply to all work locations.

### **A workplace free of all forms of discrimination or harassment (including sexual harassment)**

- The basis for appointment, advancement, performance appraisal and remuneration within Orica is based on competence, capability, performance and behaviour, in line with Orica's Charter Values and Equal Employment laws.
- We require that everyone who works with us meets appropriate workplace behaviour expectations articulated in our Code of Business Conduct and Our Charter. Orica does not tolerate any form of discrimination, harassment (including sexual harassment), bullying or vilification or any unacceptable workplace behaviour and will take appropriate action where there are breaches, up to and including termination of employment or contract.

- We provide various mechanisms for everyone who works with us to raise any concerns they may have relating to their employment. Our Compliance standards and procedures define the obligation to deal with any complaints or concerns fairly, thoroughly, confidentially and in a timely manner.

### **Looking after the health, safety and wellbeing of employees, contractors and visitors**

- Our Safety, Health and Environment aspiration is to conduct our business in a way that causes no harm to the health and safety of our people, our customers or the communities in which we operate. Our policies, standards and procedures define actions to achieve this aspiration by always being mindful of risk; ensuring our people are capable and empowered; and focusing on always improving. We also aim to support our employees' wellbeing through a range of initiatives offered locally.

### **Appropriate pay and working hours**

- Our policy on pay and benefits is to be competitive with local markets, equitable and meet legal requirements in each country.
- We comply with all applicable legislation and industrial instruments in relation to hours, wages and leave.

### **Involving employees in our business**

- We seek to have direct, open relationships with our employees and to foster a culture in which all employees share Our Charter Values, feel listened to and are confident to raise any concerns.
- We seek to involve employees in Orica's development and to keep them informed through effective communication.
- We respect all employees' rights to negotiate individually or collectively in relation to their terms and conditions of employment and to join or not to join a legally recognised trade union or third-party representative organisation. Orica will establish and maintain a constructive dialogue with employees' representatives in good faith.

### **Respect for employment laws and obligations**

- We comply with all applicable employment laws, regulations, and contractual obligations. In return, those who work with us must also meet their contractual obligations.
- We respect the personal information and privacy of those who work with us and require them to respect the personal information and privacy of others in turn.

### **No forced or child labour**

- We will never engage or use any form of child labour, forced labour, indentured labour or any form of human trafficking.

## **ADDRESSING CONCERNS**

If anyone believes that someone at or associated with Orica is violating this policy or the law, they are asked to report it immediately to their manager, Human Resources, Company legal counsel or the independent [Speak-Up service](#). We are committed to ensuring that everyone can raise concerns anonymously, freely, without fear of reprisal or intimidation, and that any complaints are dealt with fairly, thoroughly, confidentially and in a timely manner.

Orica is committed to respecting and upholding the human rights of our global workforce and those impacted by our operations and business relationships in the community. We adopt a rights-based approach aligned with the UN Guiding Principles for Business and Human Rights, across our global operations and our supply chain and hold our workforce to account on all issues relating to this policy. Key tenets of our approach are:

- Identify and mitigate risks to people.
- Listen to and engage with rights-holders, particularly vulnerable groups.
- Prioritisation of risks to prevent and address the most severe impacts to people in our operations and supply chain.
- Provide or contribute to remedy any adverse impacts we cause, contribute, or are linked to.
- Communicate how human rights risks and impacts have been addressed through engagement with the affected people and communities.

This policy will be reviewed periodically and updated as required.

This policy is linked to and supports our:

- Annual Modern Slavery Statement.
- Code of Business Conduct.
- Responsible Sourcing Statement.
- Safety, Health, Environment and Security Policy.
- Diversity and Inclusion Policy.
- Orica's Approach to Managing Risk Policy.
- Climate Change Policy.
- Whistleblower Policy.
- Orica Limited Constitution.

**Approved by:**  
**Orica Limited Board**  
**May 2025**

**This Policy applies to all Orica Directors, employees and contractors.**

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