

HUMAN RIGHTS POLICY

Anvara is committed to respecting human rights and believes that all people should be treated with dignity and respect. Anvara seeks to prevent or mitigate any negative human rights impacts in connection with our operations or activities and maximise any potential positive impacts where we are present.

All of Anvara's stakeholders, including its directors, employees, contractors and suppliers, are required to comply with this Policy.

As a part of our commitment to respect human rights, Anvara will:

- work to align our business activities and practices with the UN Guiding Principles on Business and Human Rights;
- treat our employees fairly and without discrimination, and promote diversity in the workplace;
- reject any form of slavery, forced or child labour, and work to ensure that such practices are not present in our business or our supply chain;
- respect the human rights of the communities in which we operate;
- consult with stakeholders on human rights issues and provide an easily accessible complaints mechanism to resolve grievances in a timely manner;
- recognise the rights of Indigenous peoples, acknowledging their connections to lands and waters and respecting their culture; and
- communicate this Policy and our commitment to human rights to all stakeholders, including employees, contractors and suppliers, and provide human rights training to relevant personnel.

Respect for human rights is embedded in other Anvara policies and management systems, including the Diversity, Health, Safety and Environment policies.

Suspected or actual breaches of this Policy should be reported to your supervisor or manager through the incident reporting system.

Anvara reserves the right to amend this Policy as required.