

Human Rights Policy

As a responsible company operating globally, we are committed to respecting and observing all human rights, as articulated in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the ILO Core Conventions.

We diligently seek not to infringe, directly or through complicity in acts of others, on the human rights of our employees, workers in our supply chain, members of the communities where we operate, or others who are affected by our activities. We expect our suppliers and business partners to share this commitment and to put in place policies and processes that support respect for human rights.

We put special emphasis on the rights of vulnerable groups that may be impacted by our operations, including indigenous peoples, women, and children. Wherever we operate, we engage with communities to build strong and healthy relationships with the goal that communities are better off as a result of our presence. We are responsible for ensuring, through policies and training, that our security providers understand and meet their responsibility to respect human rights.

Our due diligence process with respect to human rights and compliance with this policy are overseen by our General Counsel and managed by our Social Responsibility team. Our Environment, Health, Safety and Community Management Standards (EHSC) provide guidance to our employees and contractors on how to meet their responsibilities to respect human rights. We expect our employees and contractors, as well as community members, to bring human rights concerns to our attention through our site-level feedback mechanisms. We are committed to engaging with our communities of interest on our human rights impacts and to reporting on our performance.