

# Human Rights Policy

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## Objective

Beach Energy (“Beach”) is committed to operating with integrity, transparency, and respect for human rights across all of its business. This policy underpins our commitment to identifying, preventing and addressing human rights issues, including modern slavery, and is supported by the Beach Code of Conduct and other relevant company policies<sup>1</sup>.

Beach’s practices are aligned to the requirements of the *Modern Slavery Act (Cth) 2018*.

## Review

This policy will be reviewed periodically, and at least once every three years, to ensure ongoing relevance and effectiveness.

## Strategy

To achieve this, Beach will:

- Operate in a manner consistent with the UN’s Guiding Principles on Business and Human Rights<sup>2</sup>;
- Provide healthy, safe and secure working conditions for all employees and contractors;
- Respect the cultural, heritage and traditional rights of indigenous people (in all countries where we operate);
- Engage and consult with host communities to avoid adverse social impacts where we operate;
- Act with integrity and fairness; prohibiting as per company policy, discrimination based on gender, religion, race, nationality, ethnicity, political opinion, social origin, marital status, impairment, disability, relationship status, sexual orientation, gender expression or identity;
- Respect employees right to freedom of association and collective bargaining in accordance with applicable laws, rules and regulations; and
- Conduct appropriate due diligence and implement appropriate systems and controls to identify and assess human rights and modern slavery risks including effective control or remediation of those risks.

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<sup>1</sup>This policy complements and should be read in conjunction with other key policies including the Diversity, Equity and Inclusion Policy, Community Engagement Policy, Indigenous Participation Policy, Whistleblower Policy, Sustainability Policy, Health and Safety Policy, and the Business Practices and Anti-Bribery Corruption Prevention Policy.

<sup>2</sup> [GuidingPrinciplesBusinessHR\\_EN.pdf](#)

- Provide targeted awareness training for relevant employees;
- Prepare a modern slavery statement each year and make publicly available;
- Provide effective grievance and/or complaints mechanisms that provide an accessible channel for stakeholders to raise their concerns;
- Will not support the use of forced, compulsory, trafficked or child labour and reject any practices of slavery or servitude;
- Communicate compliance expectations to all suppliers, contractors and business partners as appropriate at the outset of the business relationship;
- Enable reporting of suspected breaches through the Beach Whistleblower Policy; and
- Encourage employees to speak to their Executive, leader or the People and Culture team with any suspected breaches they become aware of.

### **Application**

This policy applies to all personnel involved in Beach's activities.

### **Review**

This policy will be reviewed periodically as required, and in any event at least once every three years.