

Human Rights Policy

Objective

This policy provides the basis of Beach's commitment to transparency in its approach to human rights issues and tackling modern slavery, consistent with the disclosure requirements under the *Modern Slavery Act (Cth) 2018*.

This policy is supported by the Beach Code of Conduct and other relevant company policies¹.

Strategy

To achieve this, Beach will:

- Operate in a manner consistent with the UN's Guiding Principles on Business and Human Rights²;
- Provide healthy, safe and secure working conditions for all employees and contractors;
- Respect the cultural, heritage and traditional rights of indigenous people;
- Consult with host communities to avoid adverse social impacts where we operate;
- Act with integrity and fairness; not discriminate based on gender, religion, race, nationality, ethnicity, political opinion, social origin, marital status, impairment, disability or sexual preference;
- Respect the rights of employees to freedom of association and collective bargaining in a manner that is consistent with applicable laws, rules and regulations;
- Undertake appropriate due diligence of activities and put appropriate systems and controls in place to identify and assess human rights and modern slavery risks and integrate those findings to remedy them effectively;
- Provide awareness training for relevant employees;
- Provide effective grievance and/or complaints mechanisms that provide an accessible channel for stakeholders to communicate their concerns;
- Oppose the use of forced, compulsory, trafficked or child labour or anyone held in slavery or servitude; and
- Communicate compliance expectations to all suppliers, contractors and business partners as appropriate as the outset of the business relationship.
- Via the Whistleblower policy, ensure suspected behaviour which is inconsistent with this policy can be reported.

¹ Including the Diversity and Inclusion Policy, Community and Stakeholder Engagement policy, the Aboriginal Engagement Policy, Whistleblowing Policy, Sustainability Policy, Health and Safety policy, and Business Practices and anti-bribery and corruption Policy.

² https://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

Employees are also encouraged to speak to their manager, Human Resources and/or the Company legal counsel.

This policy will be reviewed regularly and updated as required.

Application

This policy applies to all personnel associated with Beach activities.

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

March 2020