

HUMAN RIGHTS POLICY

Respect for human rights is paramount to Pilbara Minerals when conducting its business activities. We believe that human rights must be inherently afforded to all people, regardless of who they are, the circumstance they are in, or where they are located. We support internationally recognised human rights as set out in the Universal Declaration of Human Rights, International Labour Organisation Declaration on Fundamental Principles and Right at Work.

Our business recognises the influence it has on its supply chain and the impact of our operations. We acknowledge it is our responsibility to avoid causing or contributing to any activities that impacts a person's human rights and are committed to respecting the rights of our workforce and the communities in which we operate.

We do this through:

Due diligence, risk and grievance management

- Conduct human rights due diligence to assist in identifying, preventing and addressing any involvement in human rights risk across operations, joint ventures and business relationships.
- Encourage and support reporting of human rights violations and provide avenues for stakeholders and communities to voice concerns.
- Create awareness for human rights throughout the organisation and integrate relevant practices into systems and processes.

Workplace and employment conditions

- Compensate employees competitively and in compliance with legislation associated with fair pay, work hours, overtime and benefits.
- Respect employees' lawful rights of freedom of association and collective bargaining, free from reprisal, intimidation or harassment.
- Prohibit discrimination in any form including gender, gender identity, gender expression, race, ethnicity, nationality, religion, sexual orientation, disability, age, physical or mental disability, medical condition, or any other status or characteristic protected by applicable law.

Policy Scope

- This policy applies to Pilbara Minerals Limited and its subsidiaries (the Group), Directors, officers, employees, suppliers, contractors and joint venture partners.
- Any person who knowingly breaches this Policy may be subject to disciplinary action.
- Contractors, suppliers and business partners have a responsibility and obligation to comply with this policy. Those who are found to have violated human rights and have not taken appropriate actions to rectify, may have their contractual relationship with the Group suspended or terminated.

POLICY HISTORY

This Policy has been approved by the Board and will be reviewed by Management every year.

Established	27 June2023
Last Reviewed	N/A
Frequency	Annual