



RBM MINERAL RESOURCES CC

A MEMBER OF THE RBM GROUP · SOUTH AFRICA | UAE

RESPONSIBLE BUSINESS

Human Rights and Labour Policy

Respect for human rights in our operations and supply chain

Informed by the *UN Guiding Principles on Business and Human Rights* and the core conventions of the International Labour Organization.

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1. Purpose and scope

This Policy sets out the commitment of RBM Mineral Resources CC, a member of the RBM Group (the "**Company**"), to respect human rights in its own operations and throughout its supply chain. It is informed by the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization core conventions, and the Constitution and labour legislation of the Republic of South Africa.

It applies to every member, officer, employee and contractor, and – through the Supply Chain Policy – to every supplier and business partner.

2. Commitments

2.1 Forced labour

The Company prohibits all forms of forced, bonded, indentured and compulsory labour, and all human trafficking. No worker is required to lodge identity documents, deposits or wages as a condition of employment, and every worker is free to terminate employment on reasonable notice.

2.2 Child labour

The Company does not employ any person under the age of 18 at any mining, processing or industrial site, and does not employ any person below the applicable statutory minimum age in any role. Age is verified against an official identity document before appointment. Where a supplier is found to employ a child, the Company requires remediation that puts the child's best interests first rather than immediate dismissal that would worsen their position.

2.3 Freedom of association

Employees are free to join a trade union of their choice, to bargain collectively and to strike in accordance with the law, without interference, discrimination or reprisal. The Company engages with recognised representatives in good faith.

2.4 Non-discrimination and harassment

The Company recruits, remunerates, trains and promotes on the basis of ability and performance. Unfair discrimination on any ground prohibited by law is not tolerated, nor is harassment, including sexual harassment, bullying or victimisation. Complaints are handled under the grievance procedure and, where appropriate, the Whistleblower Policy.

2.5 Wages, hours and conditions

The Company pays at least the applicable minimum wage, pays on time and in full, provides a written statement of pay, and makes no unlawful deduction. Working hours, overtime, rest periods and leave comply with the Basic Conditions of Employment Act and any applicable sectoral determination or collective agreement.

2.6 Health and safety

Every worker is entitled to a safe workplace and to refuse unsafe work. Detailed arrangements are in the Health and Safety Policy.

2.7 Security and human rights

Where public or private security forces protect the Company's people or property, their engagement is limited to that purpose, proportionate, and consistent with the Voluntary Principles on Security and Human Rights. Any allegation of abuse is investigated and reported to the competent authorities.

2.8 Communities, land and grievances

The Company engages affected communities early and in good faith, respects lawful land and resource rights, and provides an accessible grievance mechanism to community members. Where the Company has caused or contributed to an adverse impact, it will co-operate in providing remedy.

3. Due diligence

The Company assesses human rights risk when entering a new area of operation, when onboarding a supplier, and periodically thereafter, giving particular attention to conflict-affected and high-risk areas, artisanal and small-scale mining sources, and labour-intensive contracted services. Findings are acted on under the Supply Chain Policy and recorded.

4. Grievances and remedy

Any worker, contractor, community member or other affected person may raise a human rights concern with the Compliance Officer or in confidence to **compliance@rbmgroupp.co.za**. Reports may be anonymous. No person will suffer retaliation for raising a concern in good faith.

5. Training and reporting

Personnel in operations, human resources, procurement and security receive training on this Policy at induction and annually. The Compliance Officer reports to the Managing Member at least annually on human rights risks identified and action taken.

6. Review

This Policy is reviewed at least annually. Material amendments require the approval of the Managing Member.

Approval

Approved by the Managing Member of RBM Mineral Resources CC on 19 August 2026, with effect from that date.

Signature 	Date
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R H Rayman — Managing Member for and on behalf of RBM Mineral Resources CC	19 August 2026 Effective from
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