

APPROVED: 18 JUNE 2018

HUMAN RIGHTS POLICY

Northam supports and respects the protection of internationally proclaimed human rights and guards against complicity in human rights abuses. We uphold the basic labour rights of the Fundamental Rights Convention of the International Labour Organisation (ILO) and principles contained within the Universal Declaration of Human Rights.

We undertake to uphold the following principles to:

- Ensure that our policies and practices comply with legislation and regulations of the country where we operate;
- Put systems in place to deal with issues of discrimination and human rights breaches;
- To treat all employees fairly, irrespective of origin, race or gender;
- Contribute to development of the communities in which our activities are predominantly conducted;
- Monitor, record and resolve any contravention/s.

The policy was approved by the Social, Ethics and Human Resources (SE&HR) committee on 18 June 2018 and will be reviewed from time to time to take account of business and other developments.