

Human Rights Policy



Danakali has a strong commitment to human rights. Human rights are fundamental principles of personal dignity and universal equality. The respect for human rights is an integral part of *Our Company Value of People* and an inherent part of our commitment to ethical business conduct and sustainable development. This policy affirms our responsibility and commitment to respect human rights across all of our operations.

We seek to:

- Respect the rights of our employees and entities and individuals contracted by us, members of our host communities and other stakeholders directly impacted by our operations
- Prevent or mitigate any negative impacts of our activities; and
- Build mutually beneficial relationships and opportunities for inclusion.

In line with the UN Guiding Principles on Business and Human Rights, Danakali undertakes to:

- Provide a safe, fair and inclusive work place for all
- Recognise and respect the cultural values, traditions and beliefs of the communities in which we operate, including indigenous peoples, and aim to create open and honest long term partnerships
- Assess potential human rights impacts related to major investments, acquisitions or business decisions
- Develop codes of conduct and policies in line with our commitments on human rights and national regulatory requirements and to monitor compliance
- Provide orientation on human rights and codes of conduct and policies for employees and contractors
- Communicate our commitments and actions related to human rights with our stakeholders at the local, national and international levels; and
- Work with our business partners, contractors and suppliers to promote respect for human rights throughout our direct and controllable value and supply chain.

We will not tolerate:

- Forced, bonded, indentured or slave labour, including conscripted labour, or any form of human trafficking and child labour in any part of our value chain
- Exploitative labour practices
- Any form of discrimination, bullying, intimidation, sexual or workplace harassment.

In carrying out this policy, Danakali will

- Actively communicate policies to internal and external stakeholders, including awareness training on human rights related issues
- Strive to conduct reasonable due diligence to determine the actual and potential human rights impacts of its operations and seek to employ reasonable measures to mitigate such impacts
- Implement procedures and mechanisms that specify how known or suspected human rights violations should be reported by employees and stakeholders, and how such reports are to be investigated; and
- Review the codes and policies from time to time and effect any necessary variations thereto.

Paul Donaldson

Approved by:	Paul Donaldson	Approval Date:	19/04/2016
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