Human Rights Policy

Purpose

Danakali Limited is committed to conducting its business in a manner that respects and supports internationally recognised human rights. This Human Rights Policyt ("Policy") outlines the Company's commitment to identifying, preventing, mitigating and addressing actual or potential adverse human rights impacts arising from its operations, business relationships and supply chains.

The Company recognises that respect for human rights is fundamental to sustainable business practices, ethical conduct and long-term value creation for shareholders and stakeholders.

Scope

This Policy applies to:

- All directors, officers and employees of Danakali and any of its subsidiaries (collectively defined in this Policy as Danakali or the Company);
- Contractors, consultants and temporary workers engaged by the Company; and
- Suppliers, business partners, joint venture participants and other third parties with whom the Company conducts business.

Policy Statement

The respect for human rights is an integral part of Our Company Values 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.

Human Rights Due Diligence

The Company will seek to identify and manage human rights risks through appropriate due diligence processes, including:

- Risk assessments;
- Supplier screening and evaluation;
- Contractual expectations for suppliers and business partners;
- Stakeholder engagement; and
- Ongoing monitoring and review.

The Company will take reasonable steps to address identified risks and adverse impacts.

Reporting and Grievance Mechanisms

Employees and external stakeholders are encouraged to report concerns regarding actual or suspected human rights violations.

Reports may be made through:

- Management channels; or
- The Company's Whistleblower Program

The Company will not tolerate retaliation against any person who raises a concern in good faith.

Review of Policy

The Company will periodically review this Policy and its implementation to ensure continued effectiveness and alignment with legal requirements, stakeholder expectations and emerging best practices.

Approval and Adoption

This Policy was approved by the Board on 2 October 2026 and takes effect from that date.