

Policy Commitments

Vulcan Energy is committed to upholding the dignity, wellbeing, and human rights of all individuals, including those in the communities where we operate, our workforce, and others influenced by our activities and business relationships. We strive to promote human rights and support broader access to them, placing people at the forefront of our decision-making processes. Vulcan is dedicated to eliminating all forms of modern slavery within our operations and supply chains. Modern slavery encompasses various forms of exploitation, including forced and bonded labour, human trafficking, child labour and other forms of involuntary servitude. We recognise that modern slavery is a severe violation of human rights, and we are dedicated to ensuring that our business practices do not contribute to such abuses.

Vulcan is a participant in the UN Global Compact and takes proactive steps in contributing to the achievement of the Sustainable Development Goals (SDGs).

We expect non-managed joint ventures and non-controlled companies in which we hold a stake to adhere to internationally recognised human rights standards. Furthermore, we require our suppliers to uphold these standards as outlined in our Sustainable Supplier Policy. We also actively engage our customers to advance our shared commitment to human rights.

Vulcan Energy aims to achieve this by:

- Respecting internationally recognised human rights including those set out in the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights (collectively the International Bill of Human Rights), International Labour Organization (ILO) Core Conventions, OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights
- Committing to implementing the UN Guiding Principles on Business and Human Rights (UNGPs)
- Ensuring fair and safe working conditions by prohibiting forced labour, child labour, discrimination and workplace harassment while promoting diversity, equality and inclusion, respecting the right to fair wages and reasonable working hours and upholding strong occupational health and safety standards
- Engaging with all relevant stakeholders, including employees, communities, suppliers, and customers, to understand their concerns and incorporate their feedback into our human rights practices, including the implementation of effective grievance mechanisms for identifying risks, impacts, and prompt remediation.
- Respecting the rights of indigenous communities, ensuring meaningful engagement based on cultural sensitivity and Free, Prior and Informed Consent (FPIC) where relevant and committing to responsible resource management, cultural heritage and land use
- Committing to ethical business practices across the entire value chain, maintaining transparency, integrity and compliance with legal and regulatory requirements
- Supporting community well-being, investing in local development, education and health initiatives while minimising environmental and social impact
- Implementing due diligence and accountability measures, regularly assessing human rights risks with transparent reporting on progress and challenges, and taking corrective action where necessary
- Ensuring effective grievance mechanisms for our workforce, affected communities, value chain workers, and others to enable identification and remediation, ensuring all feedback is considered to help inform our human rights initiatives
- Ensuring human rights training and awareness for management, employees and contractors
- Continuing to improve human rights practices, regularly assessing policies, training programs and operational impacts to enhance ethical standards and protect stakeholder interests.

Responsibility and accountability

This policy will be reviewed annually and applies to all Vulcan Group directors, employees and any third-party workers employed at Vulcan operations.

The Chief Executive Officer of Vulcan Group is accountable to the Board for ensuring this policy is implemented and adhered to.



Cris Moreno

Managing Director and CEO

Reference	Approving Authority	Approved Date
PL-0777 V0	Vulcan Board	25 February 2026