Human Rights Policy

The ERG Human Rights Policy

Applies to all Eurasian Resources Group S.a.r.l companies ("ERG") and their employees (including temporary and contract staff), to all business dealings in all jurisdictions within which ERG conducts business and to all actual or suspected human rights incidents involving employees

The Human Rights Policy is guided by international human rights principles, including the Universal Declaration of Human Rights (1948) ("Human Rights"), the International Covenant on Civil and Political Rights (1966), the International Covenant on Economic, Social and Cultural Rights (1966), International Labour Organisation's Declaration on Fundamental Principles and Rights at Work (1998), European Convention on Human Rights, the UN Guiding Principles on Business and Human Rights and the EU Charter on fundamental rights, the Voluntary Principles on Security and Human Rights and the OECD Guidelines for Multinational Enterprises

ERG respects Human Rights. Respect for Human Rights is fundamental to ERG's sustainability and the sustainability of the communities in which we operate. **ERG is working to identify, prevent and mitigate potential adverse human rights impacts** resulting from, caused by or linked to our business through implementing the processes recommended by the UN Guiding Principles on Business and Human Rights. Where ERG has caused or contributed to adverse Human Rights impacts we will contribute to their prevention, mitigation and remediation, as appropriate

ERG provides a grievance mechanism for **reporting of Human Rights incidents** by its employees and external stakeholders via its whistleblowing hotline and other available reporting channels, including site based grievance mechanisms:
https://erg.integrityline.org/
Email: compliance@erg.net

All Human Rights incidents will be recorded, assessed and investigated in accordance with the Company's/Group's Code of Conduct and internal procedures

ERG will provide **training to employees on the Human Rights Policy** and relevant procedures, including that any employee found to have violated the Human Rights Policy may be subject to disciplinary action, which may include immediate dismissal

ERG will work with third parties which have comparable standards on Human Rights to those of ERG and, by contractual warranties, oblige them to apply these standards