



POLICY

HUMAN RIGHTS AT WORK

APRIL 2017

Orica respects and supports the human rights of our global workforce. In particular, this means respecting and supporting the rights of our workforce to a healthy, safe and secure working environment, to a workplace free of discrimination, to freedom of association and to preventing the use of all forms of forced, compulsory or child labour in Orica's operations.

Our approach to human rights is based upon the International Labour Organisation's Declaration on the Fundamental Principles and Rights at Work. This policy covers employees at every level and in every part of our business, including employees in joint ventures where Orica has a majority share. Our human rights commitments also apply to contractors – individuals who contract with us to provide services and work alongside our employees as part of our global workforce.

PRINCIPLES

As a business operating in many countries, our global workforce has a wide range of nationalities and cultural backgrounds. While differences in practice are inevitable, we have common principles that apply to all work locations.

A workplace free of discrimination or harassment

- The basis for appointment, advancement, performance appraisal and remuneration within Orica is competence, performance and behaviour, in line with Orica's Charter values.
- We require that everyone who works with us meets appropriate workplace behaviour expectations articulated in our Code of Conduct and Charter. Orica does not tolerate discrimination, harassment, bullying or vilification or any unacceptable workplace behaviour and will take appropriate action where there are breaches, up to and including termination of employment or contract.
- We provide various mechanisms for everyone who works with us to raise any concerns they may have relating to their employment. Our Compliance standards and procedure define the obligation to deal with any complaints or concerns fairly, thoroughly, confidentially and in a timely manner.

Looking after the health, safety and welfare of employees, contractors and visitors

- Our Safety, Health and Environment aspiration is to conduct our business in a way that causes no harm to the health and safety of our people, our customers or the community. Our policies, standards and procedures define actions to achieve this aspiration by: always being mindful of risk; ensuring our people are capable and empowered; and focusing on always improving.

Appropriate pay and working hours

- Our policy on pay and benefits is to be competitive with local markets, equitable and meet legal requirements in each country.

- We comply with all applicable legislation and industrial instruments in relation to hours, wages and leave.

Involving employees in our business

- We seek to have direct, open relationships with our employees and to foster a culture in which all employees share our Charter values, feel listened to and are confident to raise any concerns.
- We seek to involve employees in Orica's development and to keep them informed through effective communication.
- We respect all employees' rights to negotiate individually or collectively in relation to their terms and conditions of employment and to join or not to join a legally recognised trade union or third party representative organisation. Orica will establish and maintain a constructive dialogue with employees' representatives in good faith.

Respect for employment laws and obligations

- We comply with all applicable employment laws, regulations and contractual obligations. In return, those who work with us must also meet their contractual obligations.
- We respect the personal information and privacy of those who work with us, and require them to respect the personal information and privacy of others in turn.

No forced or child labour

- We will never employ or use any form of child labour, defined as work that deprives children or adolescents of their childhood, their potential and their dignity, and that is harmful to physical and mental development. In addition, we will never employ or use any form of forced labour including slave, bonded, and indentured labour or any form of human trafficking.

ADDRESSING CONCERNS

Orica's Code of Conduct is overseen by Orica's Business Conduct Committee, which reviews compliance with the Code of Conduct and reports any significant instances of non-compliance to the Board's Audit and Risk Committee. Orica's Internal Audit function monitors compliance with the Code by performing site audits. Orica's Code of Conduct is regularly reviewed and updated.

If anyone believes that someone at or associated with Orica is violating Orica's Human Rights Policy or the law, they are asked to report it immediately to their manager, Human Resources, Company legal counsel or the independent Speak Up line. We are committed to ensuring that any complaints are dealt with fairly, thoroughly, confidentially and in a timely manner.

**Approved by
Orica Limited Board
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