

HUMAN RIGHTS AT WORK

Orica is committed to respecting and upholding the human rights of our global workforce and those impacted by our operations and business relationships in the communities in which we operate. We recognise our responsibility to have a positive influence in society and that human rights are fundamental in contributing meaningfully and sustainably in everything that we do.

Our approach to human rights is based upon the United Nations (UN) Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labour Organisation's Declaration of Fundamental Principles and Rights at Work.

In addition to complying with applicable laws and regulations of the countries in which we operate, we focus our efforts on respecting and supporting the rights of our workforce and treating those who work for Orica fairly, without discrimination, and in conditions that respect the rights and dignity of each individual.

APPLICATION

Our commitment to human rights is applicable to our employees at every level and in every part of our business, including employees in joint ventures where Orica is the controlling entity. Our human rights approach also applies to all third parties we deal with including our suppliers, customers, community partners, contractors who 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 based on competence, capability, 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 Business Conduct and Our 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 procedures 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 communities in which we operate. 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 engage or use any form of child labour, forced labour, indentured labour or any form of human trafficking.

ADDRESSING CONCERNS

Orica's Code of Business Conduct is overseen by Orica's Business Conduct Committee, which reviews compliance with the Code of Business 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 and risk-based audits. Orica's Code of Business Conduct is regularly reviewed and updated.

If anyone believes that someone at or associated with Orica is violating this policy or the law, they are asked to report it immediately to their manager, Human Resources, Company legal counsel or the independent [Speak-Up service](#). We are committed to ensuring that everyone can raise concerns anonymously, freely, without fear of reprisal or intimidation, and that any complaints are dealt with fairly, thoroughly, confidentially and in a timely manner.

This policy will be reviewed periodically and updated as required.

Approved by
Orica Limited Board
August 2020

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