

Galaxy believes that all people should be treated with dignity and respect, and it is committed to respecting the human rights of all individuals impacted by Galaxy's operations. Galaxy seeks to minimise any adverse impacts on the human rights of its stakeholders which may arise from its activities and operations.

Galaxy respects and supports human rights as set out in the Universal Declaration of Human Rights and the fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

All Galaxy entities, and each of their directors, employees, contractors, subcontractors, business partners and suppliers are required to comply with this Policy.

In implementing this Policy Galaxy will:

- provide a workplace that promotes and values diversity and inclusivity, and which does not tolerate discrimination, bullying or harassment;
- respect the culture, traditions and identity of indigenous peoples and communities wherever it operates and consider their needs and values when carrying out its operations and activities;
- reject the use of prison labour, bonded or indentured labour, human trafficking, slavery and other forms of forced or child labour and will work to ensure that these practices are not present in its business or supply chain;
- respect the right of its employees to join or not join trade unions and other associations; and
- communicate this Policy and its commitment to human rights to its employees, contractors and suppliers.

Any suspected or actual breach of this Policy should be reported to Galaxy management or by following the procedure set out in Galaxy's Whistleblowing Policy.

This Policy should be read in conjunction with Galaxy's Code of Conduct, Diversity Policy and Equal Employment Opportunity and Harassment Policy.

Approved by Galaxy Resources Limited Board

December 2019 Rev 1
00-EXE-POL-0017