

Human Rights Policy

Our Commitment

Fortescue Metals Group Ltd (Fortescue) is committed to respecting and supporting the human rights of all people including our employees, the communities in which we operate, those within our supply chains and those who may be impacted by our activities.

We conduct business in a manner consistent with the International Bill on Human Rights, the United Nations Guiding Principles on Business and Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's (ILO) Declaration on the Fundamental Principles and Rights at Work. We are also a signatory to the UN Global Compact.

We respect and acknowledge the UN Declaration on the Rights of Indigenous Peoples and the human rights principles it embodies including the principle of Free, Prior and Informed Consent (FPIC). In alignment with the principles of the International Council on Mining and Metals (ICMM), we work to obtain the consent of traditional indigenous landowners for projects located on their traditional lands, with consent processes focusing on reaching agreement on the basis for which a project should proceed as well as ensuring access to appropriate grievance and dispute resolution processes.

We recognise and respect legitimate tenure rights and the right to water and sanitation. We reject the use of all forms of slavery, child or forced labour within our operations and the operations of our suppliers and actively work to ensure we are not complicit in human rights abuses committed by others.

We work to avoid health and safety risks and impacts to employees and the communities in which we operate. We respect freedom of association, the right to a fair wage and ensure that all employees are treated fairly and without discrimination.

Our operations are aligned with the Voluntary Principles on Security and Human Rights and we ensure relevant employees and contractors are trained in accordance with these principles. We have a zero tolerance of threats, intimidation and attacks against human rights defenders.

Our human rights principles are embedded within multiple policy and procedural documents including those related to employee health and safety, employment conditions, diversity, equality, security, environmental management and stakeholder engagement.

Our Strategy

Fortescue will achieve its commitment to human rights by:

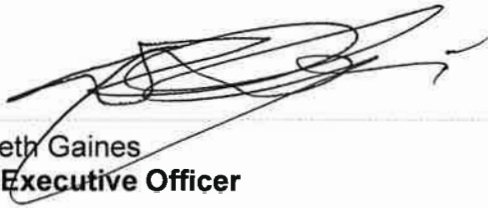
- Engaging with stakeholders to understand the impacts of our activities and working with them to optimise benefits and limit adverse impacts. Engagement will be inclusive, continuous, open and focus on the issues that are most important to our stakeholders.
- Engaging in ways that are culturally appropriate, paying special attention to the rights and interests of Indigenous Peoples.
- Ensuring that Indigenous Peoples are free to make decisions without coercion, intimidation or manipulation, are given sufficient time to participate in key decisions and are fully informed about any projects and their potential impacts and benefits.
- Collaborating with responsible authorities to resolve any disagreements that may arise between Indigenous Peoples and companies in the pursuit of FPIC.
- Avoiding or minimising project related land acquisition or physical and economic displacement wherever possible by considering feasible alternative project options. Where avoidance is not possible, conducting business in a manner consistent with the International Finance Corporation Performance Standard 5: Land Acquisition and Involuntary Resettlement.
- Undertaking risk assessments of our own operations and those of our suppliers, focusing on mitigating higher risk actions and activities.
- Implementing the policies and procedures that allow for ongoing due diligence to identify, prevent, mitigate and address the adverse impacts of our activities.
- Implementing effective grievance mechanisms and providing access to remedy where we have caused or contributed to adverse impacts. This may include working in collaboration with suppliers and partners.
- Operating and reporting in compliance with the requirements of Australia's *Modern Slavery Act 2018*.
- Actively communicating our expectations and incorporating human rights requirements into contracts with our suppliers and partners.
- Where differences exist between internationally accepted human rights principles and the local laws/regulations where we are operating, applying the higher standard and promoting and encouraging host countries to adopt these higher standards.
- Contributing to the social, economic and institutional development of the countries and communities in which we operate.
- Implementing appropriate training programs, measuring the effectiveness of related policies and standards and seeking continual improvement

Responsibility

All Fortescue employees, suppliers, contractors, consultants and other business partners are expected to read, understand and adhere to this policy and all related standards, guidelines and procedures. The Chief Executive Officer is responsible for ensuring this policy is implemented.

Fortescue's Audit, Risk Management and Sustainability Committee, a subcommittee of the Board of Directors, is charged with the oversight of human rights matters including implementation and compliance with this policy.

This policy has been approved by Fortescue's Board of Directors and will be reviewed biennially.



Elizabeth Gaines
Chief Executive Officer

26/2/2021

Dated

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