

United Nations Global Compact (UNGC)

Our **UNGC Commitment Letter** is available on our website. The scope of this Impact Report recognizes the Ten Principles of the UNGC as material aspects of our performance and provides our Communication on Progress (COP) with respect to each principle, as shown in the contents index on the following page. In the table on the following page, we have also mapped the UNGC Ten Principles to the RBA Code of Conduct, to show how the two management frameworks are aligned. Our Communication on Progress (COP) with respect to each principle can be found on the UNGC website [here](#).

UNGC CONTENT INDEX

Communication on Progress (COP) Requirements		Report Section
Statement by the chief executive expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.		Statement from Our CEO
A description of practical actions that the company has taken to implement the Global Compact principles in each of the four issue areas (human rights, labor, environment, anti-corruption).		Various sections of the FY24 Impact Report as indicated below.
A measurement of outcomes		Various sections of the FY24 Impact Report as indicated below.
Ten Principles	RBA Code Requirements	Report Section
<p>Human Rights Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, and Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>Labor standards including the following.</p> <ul style="list-style-type: none"> • Working hours • Wages and benefits • Humane treatment 	<p>The Human Rights and Labor section of our FY24 Impact Report provides an overview of the program and practical actions that we take at our production facility to ensure implementation of, and alignment with, the principles of the UNGC and the standards of the RBA Code of Conduct.</p>
<p>Labor Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labor; Principle 5: the effective abolition of child labor; and Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>Labor standards including the following.</p> <ul style="list-style-type: none"> • Freedom of association • Freely chosen employment • Young workers • Non-discrimination 	<p>The Supplier Development section of our FY24 Impact Report provides an overview of the program and practical actions that we take within our supply chain to ensure implementation of, and alignment with, the principles of the UNGC and the standards of the RBA Code of Conduct.</p> <p>The Responsible Sourcing of Minerals section of our FY24 Impact Report provides an overview of the program and the initiatives we are implementing to ensure the responsible procurement of minerals.</p>

<p>Environment</p> <p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Environmental standards including the following.</p> <ul style="list-style-type: none"> ● Environmental permits and reporting ● Pollution prevention and resource reduction ● Hazardous substances ● Solid waste ● Air emissions ● Material restrictions ● Water management ● Energy consumption and ● greenhouse gas emissions ● Management systems 	<p>The Targeted Substances section of our FY24 Impact Report provides an overview of our approach to the management of hazardous substances, being cognizant of the precautionary principle.</p> <p>The Design for Sustainability section, Climate Action section, Water section, and Circularity section of our FY24 Impact Report describe key initiatives from the last year, to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies.</p>
<p>Anti-Corruption</p> <p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Ethics standards including the following. Business integrity</p> <ul style="list-style-type: none"> ● No improper advantage ● Disclosure of information ● Intellectual property ● Fair business, advertising and competition ● Protection of identity and non-retaliation ● Responsible sourcing of minerals and Privacy 	<p>The Ethics section of section of our FY24 Impact Report describes our commitment, policies and actions to work against corruption in all its forms, including extortion and bribery.</p>