



Ghana Bauxite Company Limited

A member of the IOP Group

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HUMAN RIGHT POLICY

GBC has the highest regard for the dignity, well-being, and human rights of our employees, the communities in which we work and live, and other stakeholders affected by our operations. We do not tolerate any human rights abuses at our operations, with our business partners, or within our supply chain. Employees should not discriminate on the basis of origin, nationality, religion, race, gender, age or sexual orientation. We strive to comply with applicable laws and regulations and develop and implement programs to facilitate compliance.

Guiding Principles

GBC has human right which encompasses the following and seeks to protect the right to:

- Human dignity
- Fair labor practices
- Fair treatment
- Freedom of conscience, religion, belief and opinion
- Not to be employed if you are a child
- Lawful, reasonable and fair action
- Freedom of movement
- Proactively develop our people and create a robust pipeline of future leaders;
- include human rights information in annual ethics and compliance trainings;

Employee Reporting

Any employee with a concern regarding human rights should initially raise the concern with his/her supervisor. Internal reporting is encouraged and will be addressed promptly by the appropriate parties.

Frederick SARKODIE PEPRAH
(General Manager)

April 2022