

# HUMAN RIGHTS POLICY

We at AMMAN aim to be a transformative organization creating a legacy of best. Underpinning this vision is our commitment to respect human rights as defined by key international and Indonesian standards, including:

- *The International Bill of Human Rights*;
- The International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work, as amended in 2022;
- The United Nations Declaration on the Rights of Indigenous Peoples;
- The United Nations Guiding Principles on Business and Human Rights;
- The Voluntary Principles on Security and Human Rights;
- Indonesian Law No. 39/1999 on Human Rights.

We seek to respect and safeguard the human rights of everyone impacted by our operation, from land acquisition, exploration, mining, processing, to closure and rehabilitation. This includes our employees, individuals in the communities we operate in, workers in our supply chain, business partners, and other stakeholders relevant to our business and subsidiaries.

AMMAN recognizes that our activities may directly or indirectly affect human rights. As a result, we take measures to ensure that all aspects of our activities abide by the human rights standards listed above. These measures include the prohibition of labour exploitation, the elimination of discrimination, the freedom to associate or not, and ensuring access to decent and safe work.

In cases where our operation affects Indigenous Peoples, AMMAN recognises and respects the importance of their culture, heritage, and traditional rights. We ensure that engagements with Indigenous Peoples involve culturally appropriate representative bodies and adhere to the principle of Free, Prior, and Informed Consent (FPIC). AMMAN supports the identification, recording, and protection of indigenous cultural heritage sites.

AMMAN implements a periodic, independent human rights due diligence process to identify, prevent, and mitigate negative human rights risks and impacts related to our activities. We regularly monitor our human rights performance and, when necessary, are committed to make improvements. We establish grievance mechanisms for our workforce, communities, and other stakeholders to provide effective access to remedy for any adverse human rights impacts due to our activities.



We commit to periodically disclose the status of our activities related to human rights through our website, public reports, and other communication tools. We also conduct human rights training and awareness-raising activities for employees and ensure that this value is reflected in our code of conduct, policies, and procedures.

These commitments are consistent with AMMAN's Vision, Mission, and Core Values, are approved by company directors, and are promoted and championed by senior management.

**Alexander Ramlie, President Director**