



## Power Resources International Ltd

Oaktree House  
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# Human Rights Mission Statement

Power Resources International Ltd., (“PRI”), is a new generation of company driven not only by profit, but also the advancement of human rights both locally and internationally. The mining industry has often lacked a commitment to protect employees and local communities. This is a situation we aim to change.

At a minimum, PRI will avoid causing or contributing to adverse human rights impacts through its own activities, and address such impacts if or when they occur as transparently and quickly as possible. We will also seek to prevent or mitigate adverse human rights impacts that are linked to our operations or services. On a larger scale, and as outlined in our Human Rights Policy, we will prioritise human rights considerations throughout our strategic decision-making, operations and business relationships. As our operations grow, so will our ambition to do the right thing by the people who are part of our exciting journey.



# Human Rights Policy

## Introduction

PRI is committed to being at the forefront of human rights protection within the mining industry both with regards to its employees and to the local communities in which it operates. PRI upholds universally accepted human rights standards in all of its operations, as reflected in the applicable provisions of the:

- Universal Declaration of Human Rights;
- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights; and the
- International Labor Organizations Convention's Declaration on Fundamental Principles and Rights at Work.

In addition to adherence to the instruments listed above, PRI declares its commitment to incorporating where possible the best international voluntary practices and industry-specific initiatives, including:

- The 10 Principles of UN Global Compact;
- The Guiding Principles and the UN Guiding Principles on Business and Human Rights (based on Principle 1 of the UN Global Compact);
- The UN norms on the responsibilities of transnational corporations and other business enterprises with regard to human rights;
- The Extractives Industries Transparency Initiative; and
- The International Council on Mining and Metals ("ICMM") Voluntary Principles on Security and Human Rights.

Where national law provisions are more stringent than international best practice standards, PRI will ensure that national law standards are implemented.

At a minimum, PRI will:

- avoid causing or contributing to breaches of human rights through its own activities, and address such impacts if/when they occur; and
- seek to prevent or mitigate breaches of human rights that are directly linked to its operations or services



# Specific Human Rights Commitments

## **1. Equality and Non-Discrimination**

PRI is committed to equality of opportunity for all of its employees, and will not discriminate on the basis of race, colour, gender, nationality, sexual orientation, gender identity, religion, political opinion, nationality, social origin, indigenous status, disability, age or other factor unrelated to the individual's ability to perform work. Any employee who believes they have been a victim of discrimination will have access to appropriate confidential grievance mechanisms without fear of reprisal.

## **2. Child Labour**

Child labour deprives children of the many virtues of childhood, including the opportunities for social development and regular schooling. PRI are committed to a zero tolerance policy against child labour throughout our activities. Juveniles under the age of 18 are prohibited from engaging in employment or work which by its nature or circumstance is likely to jeopardise their health and safety.

## **3. Forced Labour**

Forced labour affects millions of people across the world and is particularly prevalent within certain industries, including the mining industry. PRI will exercise diligence in ensuring that it does not use or benefit from any type of forced labour including: bonded labour, involuntary prison labour, debt bondage or human trafficking in its mines. PRI will not tolerate the use of any form of forced labour by its business partners or subcontractors, and if such practices are discovered take steps to terminate the business relationship.

## **4. Freedom of Association and Right to Organise**

PRI respects the freedom of association of its employees. Employees are free to join or not to join labour organisations of their choice to represent them in accordance with with local laws without fear of reprisal, intimidation or harassment. PRI is committed to an open and constructive dialogue with its employees and their representatives and to cooperating with such representatives in good faith.

## **5. Occupational Health and Safety**

Operating within the extractives industry entails particular responsibilities on employers to guarantee safe and healthy working conditions for its employees. PRI will monitor and seek to reduce accidents and injuries to health arising in the course of employment. It will minimise the causes of workplace hazards through the provision of adequate training on all aspects of the workplace environment including the use of tools, machinery and equipment. Workers whose positions involve exposure to hazardous substances or conditions will be provided with all protective equipment necessary, at no cost to the individual. PRI recognises that workers have the right to remove themselves from work situations where imminent and serious health dangers are reasonably perceived, without undue consequences.

## **6. Wages and Compensation**

PRI commits to paying employees the prevailing industry wage in compliance with local laws, and to ensuring that its employees can have an adequate standard of living. Men and women are entitled to equal pay for equal work regardless of whether this right is enshrined in local laws.



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### **7. Working Conditions**

It is in the interest of PRI to ensure that employees enjoy fair working conditions. It is our belief that fair working conditions encourage a happy, healthy and motivated workforce. All employees are entitled to a written contract of employment, with agreed terms and conditions, and to reasonable rest breaks, access to toilets, rest facilities and potable water at their site of employment. Regulations regarding sick leave, holiday and overtime will comply with national laws or benchmark industry standards.

### **8. Harassment**

PRI is committed to a workplace free from harassment. Each employee is entitled to be treated with respect and dignity, and abuse of any kind – whether verbal, physical, or psychological – will not be tolerated. Any employee who feels that they have been a victim of harassment, will have access to appropriate confidential grievance mechanisms without fear from reprisal.

### **9. Respect for “Free, Prior and Informed Consent”**

PRI will uphold the principle of “free, prior and informed consent” of local and indigenous communities. To do so, PRI commits itself to maintaining an effective channel of communication with indigenous populations. Before beginning any project affecting local lands and territories, a process of stakeholder analysis and stakeholder engagement will take place, particularly when any project concerns the development, utilisation or exploitation of mineral, water or other resources. Any local community representative who believes they have been wronged by the application, or non-application of this process, will have access to appropriate, confidential grievance mechanisms without fear of reprisal.

### **10. Security and Human Rights**

PRI is committed to ensuring that any public or private security firms engaged in maintaining the safety and security of mining operations adhere to strict operational constraints in keeping with the recommendations on the Voluntary Principles on Security and Human Rights. As such, individuals credibly implicated in human rights abuses will not be engaged to provide security services for PRI. Force may be used only by public or private security firms when strictly necessary and to an extent proportional to the threat. In the eventuality that the use of force is unavoidable, medical aid must be provided to injured persons, including to offenders. Force should not be used to interfere with employees exercising their rights of freedom of association and collective bargaining.



# Operational Commitments

## **Grievance Mechanisms**

PRI will ensure that both employees and stakeholders within local communities have access to appropriate grievance mechanisms. PRI's grievance mechanisms are designed to resolve complaints and disputes effectively and in line with human rights principles. Employees have the right to submit complaints anonymously if they prefer to, and will not endure any form of retaliation for filing a grievance.

## **2. Right to an Effective Remedy**

PRI is committed to providing access to an effective remedy to those who have been adversely affected by the Company's activities. The remedy shall be made available to both its employees and individuals in communities where PRI operates. Modalities will differ depending on local circumstances and the nature of the wrongdoing, but may include: apologies, restitution, rehabilitation, financial or non-financial compensation, and the prevention of future harm through guarantees of non-repetition.

## **3. Monitoring Human Rights in the Supply Chain**

When one of PRI's business partners is associated with a human rights abuse, the Company is exposed not only to operational and reputational risks, but also legal risks, including complicity in such abuses. To avoid this risk, PRI will endeavour to work with business partners who share its ethical values. When entering into a new business relationship, PRI will include a human rights risk assessment element into its due diligence procedure and periodic reviews of the business relationship will continually monitor any adverse human rights related risks. PRI aims to ensure that all business partners, whether suppliers, contractors or joint venture partners are made aware of PRI's Human Rights Policy. Our contractual terms with business partners will always contain an ethical policy, including a statement on human rights. Non-conformance with this policy may ultimately result in the termination of the contractual relationship

Any questions relating to this policy or infractions which should be reported shall be directed towards the Compliance Manager on: [compliance@pwr.ltd](mailto:compliance@pwr.ltd) or the company CEO, Ray Power on: [ray.power@pwr.ltd](mailto:ray.power@pwr.ltd).

Signed:

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Ray Power