

## HUMAN RIGHTS POLICY

As a responsible corporate citizen, we acknowledge our role in contributing to the human, social, environmental, community, and economic development in the locations we operate.

We support the protection of fundamental human rights and freedoms, including eliminating all forms of slavery, forced labour, trafficking in persons, child labour and deceptive recruiting for labour or services.

This policy aims to limit the risk of human rights abuses in our operations and supply chains, which describes situations where offenders use coercion, threats, or deception to exploit victims and undermine their freedoms.

DDH1 Limited's Board of Directors and Management are committed to cultivating a sustainable future and preventing human rights abuse.

Our human rights principles are:

- To identify, prevent, and mitigate any adverse human rights impacts that may result from our business activities.
- Not engage in or condone forced, compulsory or child labour, and work to ensure that these are not present in our workforce or supply chain.
- Demonstrate to our customers, communities, and people that we acknowledge our commitment to upholding human rights.
- We expect our suppliers and customers to uphold human rights within their business.
- To work to align our business activities and practices with the [UN Guiding Principles](#) on human rights.

DDH1, its employees and contractors are required to actively participate in the implementation of this policy. If anyone believes that appropriate action is not being taken to protect against human rights risk, they may refer to DDH1's **Whistleblower Policy** and make use of a range of reporting options available.

This policy should be read in conjunction with DDH1's **Modern Slavery Statement** and **Supplier Code of Conduct**, available on DDH1's website.

This is a policy of DDH1 Limited and its controlled entities (DDH1 Drilling, Swick Mining Services, Ranger Drilling and Strike Drilling, collectively, "**DDH1 Group**"). It applies to all directors, employees, suppliers, consultants, contractors and other third parties notified of its application to them.

More information is available from your manager or in DDH1's **Human Rights and Modern Slavery Group Standard**.

A handwritten signature in black ink, appearing to read "Sy Van Dyk".

Sy Van Dyk  
Chief Executive Officer