Human Rights Policy

Our commitment

Fortescue Ltd (Fortescue) is committed to respecting the human rights of all people, including workers in our business and supply chain, local communities in which we operate, and those who may be impacted by our activities and business relationships. This is fundamental to our Values and everyday actions.

We respect internationally recognised human rights including those set out in the International Bill of Human Rights (encompassing the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights) and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We are committed to aligning with the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Voluntary Principles on Security and Human Rights (VPSHR), principles of the UN Global Compact and endeavour to align our actions with good industry practice. We support the United Nations Sustainable Development Goals.

We respect the labour rights of our workers and workers in our supply chain, including rights to safe and healthy workplaces, freedom of association, fair treatment and non-discrimination, and fair and local living wages.

We reject all forms of modern slavery including slavery, servitude, forced labour, debt bondage, trafficking of persons, deceptive recruitment practices, forced marriage and worst forms of child labour in our activities and supply chain. We work to ensure we are not complicit in the abuses committed by others.

We respect the rights of local communities' who may be impacted by our activities including their rights to an adequate standard of living, health and livelihoods, water and sanitation, and a clean, healthy and sustainable environment. We work to create thriving local communities and deliver positive benefits where we operate.

We respect local and Indigenous communities, their values, culture, heritage and connections to land, waters and the environment. We seek to avoid harm to cultural and spiritual heritage; we recognise and respect Indigenous tenure rights. We acknowledge and respect the UN Declaration on the Rights of Indigenous Peoples and the human rights principles it upholds including the principle of Free, Prior and Informed Consent (FPIC).

We respect the rights of human rights and environment defenders and do not tolerate threats, intimidation or attacks against them.

We are committed to providing access to remedy through effective grievance mechanisms including for individuals, communities and others who may be impacted by our activities or business relationships. In alignment with the UNGPs, where we identify that we have caused or contributed to an adverse human rights impact, we will provide for or cooperate in remediation through legitimate processes. Where we identify, we are directly linked to human rights harm through our business relationships will we seek to use our leverage to encourage remediation.

Our strategy

Fortescue will implement its commitment to human rights by:

- Embedding human rights across our business including in our Code of Conduct and Integrity, relevant policies, standards and procedures; risk, labour, health and safety, supply chain, social, environmental, and incident management systems; and stakeholder engagement.
- Undertaking human rights due diligence to help identify, prevent, mitigate and account for how we address adverse human rights impacts and risks we may cause, contribute or be directly linked to through our activities, supply chain and other business relationships, with a focus on our most salient human rights issues.
- Engaging with stakeholders respectfully and in a transparent, inclusive, ongoing manner taking into consideration their preferred form of engagement.
- Engaging meaningfully with local communities and rightsholders where we operate (including Indigenous Peoples, vulnerable and minority groups), as appropriate, to respectfully manage and minimise potential project impacts, striving to ensure they are free to make decisions without coercion, intimidation, or manipulation and are given sufficient time to participate in discussions and are properly informed about potential projects, impacts and benefits.
- Working in collaboration with local communities to develop initiatives that support social and economic opportunities.
- Avoiding or minimising resettlement and economic displacement. Where avoidance is not possible, we will align with the International Finance Corporation Performance Standard 5.
- Conducting security activities in alignment with the VPSHR, integrating requirements into our security management practices, requiring security personnel engaged by Fortescue be trained in these principles, and requiring private security contractors comply with Fortescue's Security Code of Conduct incorporating the VPSHR.
- Implementing effective grievance mechanisms that respect local laws and providing access to remedy where we recognise we have caused or contributed to adverse human rights impact in alignment with our Remediation Guidelines.
- Complying with applicable laws where we operate. Where differences exist between internationally recognised human rights principles and the local laws/regulations, we will apply the higher standard; where they conflict, we will comply with local laws and seek ways to honour the principles of internationally recognised human rights.
- Complying with human rights and modern slavery due diligence and transparency legislation in relevant jurisdictions, including the Australian and United Kingdom Modern Slavery Acts.
- Expecting our suppliers and business partners to respect internationally recognised human rights and reject modern slavery and striving to incorporate human rights requirements into contracts and agreements with them
- Implementing training programs and requiring our employees to complete mandatory human rights training.
- Monitoring and measuring the effectiveness of our actions; actively communicating our approach and how we are addressing impacts with those affected, seeking feedback, and striving for continuous improvement.
- Collaborating with our partners, suppliers, governments, peers, customers, not-for-profit organisations, stakeholders and rightsholders to implement our commitments and promote respect for human rights.

Responsibility

This Policy applies to all Fortescue Ltd activities, entities, subsidiaries and joint ventures where Fortescue has material financial interest and/or management control. Where Fortescue does not have financial and/or management control, we will seek to use our leverage to promote our commitment and respect for human rights.

Everyone at Fortescue has a role to play in respecting human rights. All Fortescue employees, suppliers, contractors, consultants and other business partners are expected to respect human rights and comply with this policy, Fortescue's Code of Conduct and Integrity and related standards, guidelines and procedures.

Fortescue's Chief Executive Officers are responsible for ensuring this policy is implemented.

Fortescue's Safety and Sustainability Committee, a subcommittee of the Board of Directors, is charged with the oversight of human rights matters including implementation and compliance with this policy.

This policy has been approved by Fortescue's Board of Directors on 13 May 2026 and will be reviewed biennially.