

HUMAN RIGHTS POLICY



GREEN MINERALS
Enabling the green shift

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Universal Declaration of Human Rights

Green Minerals AS commits to respect human rights. Our company is moved by the main goal of contributing to a better world, which includes respecting all people, our planet and the relations that connect us. We believe this is the only way to operate our business successfully and sustainably. By respecting human rights, we commit to treating all with equity, empathy, and dignity. This commitment reflects our values and sets out the principles for our relations to employees, suppliers, and partners, as well as communities affected by our business activities.

Green Minerals respects all internationally recognised human rights, with special focus on the International Bill of Human Rights, and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. These standards include but are not limited to the human right to freedom of association and collective bargaining, and the human rights not to be subject to forced labour, child labour or discrimination in respect of employment and occupation.

Green Minerals complies with all applicable laws and human rights commitments. In case of conflict, we will respect national laws, while trying to preserve the importance of the principles of internationally recognised human rights.

We strongly believe that a real continuous engagement of the company with its employees, partners, suppliers, and the communities where the company operates or communities that are affected by the company's activities, is the only way to contribute to a sustainable progress. All our stakeholders must comply with this policy. Training and maintenance of the knowledge is mandatory for our employees.

Green Minerals communicates to all its value chain that any infringement of human rights is unacceptable. All our processes, including the ones performed by partners and suppliers, must be assessed to identify possible situations of risk to people, and a work for preventing, mitigating, or remediating must be executed as soon as the risk is identified.

The company gives confidence to anyone to speak up to communicate a risky situation. Although a grievance mechanism is not yet in place, our whistle-blower channel is available, (whistle@greenminerals.no), and Green Minerals will take any complaint very seriously and they will be addressed with the urgency required to avoid negative impacts on people, especially the most vulnerable to adverse impacts, including children, women, and indigenous people.