

BRADKEN HUMAN RIGHTS POLICY

At Bradken, respecting human rights is fundamental to our purpose of equipping the resource sector to sustainably advance society.

We are committed to fostering a fair, inclusive, and safe workplace, upholding internationally recognised human rights standards across our operations and value chain. Through strong governance, transparent engagement, and continuous due diligence, we work to protect dignity, promote equity, and ensure accountability in everything we do.

Bradken's human rights approach

Our commitment: We are committed to respecting human rights by fostering a diverse, inclusive, and respectful workplace where everyone can contribute, grow, and be heard. We uphold fairness, dignity, and equality; prohibit discrimination, forced and child labour; and support freedom of association. Our approach is aligned with internationally recognised human rights standards, where national laws conflict with international human rights, we seek ways to uphold global principles:

- The International Bill of Human Rights
- The UN Guiding Principles on Business and Human Rights (UNGPs)
- The ILO Declaration on Fundamental Principles and Rights at Work
- The UN Global Compact Ten Principles
- The OECD Guidelines for Multinational Enterprises
- The Voluntary Principles on Security and Human Rights

Scope: This policy applies to all Bradken employees, operations, subsidiaries, suppliers, and subcontractors involved in the procurement, manufacturing and distribution of Bradken products.

Governance and accountability: Our Executive Team leads this policy, with human rights embedded in governance, risk, and sustainability frameworks.

Due diligence and risk management: With a risk-based focus, we conduct human rights due diligence across our operations and value chain. This includes identifying and assessing risks, taking action based on findings, monitoring our responses, and communicating how we manage impacts.

Stakeholder engagement: We engage with a wide range of stakeholders (employees, suppliers, investors, communities, customers, and regulators) to understand their concerns and expectations. These insights shape our human rights approach and help us respond effectively.

Grievance mechanisms and access to remedy: Bradken provides transparent, confidential, and responsive grievance mechanisms for all stakeholders. We support remediation where we have caused or contributed to adverse impacts and are committed to continuous improvement.

Value chain and business partners: We expect our suppliers and partners to uphold equivalent human rights standards. We conduct risk-based assessments and work collaboratively to build human rights capability, capacity and address issues where they arise.

Equitable change and transition: We support equitable transitions—such as those driven by decarbonisation, climate or technological change—by engaging with stakeholders to ensure impacts are inclusive, fair, and responsive to those most affected.

Security and human rights: Our security practices respect human rights following global standards.

Transparency and reporting: We are committed to transparency. We report on our human rights governance, risks, actions taken, and outcomes achieved through our sustainability disclosures.



Sean Winstone – CEO

Issued: October 2025