

Human Rights, HR and Recruitment Policy

1. Policy Objective

Volt Resources is dedicated to cultivating a respectful, diverse, and inclusive workplace, upholding fundamental human rights, and ensuring transparent, fair recruitment and employment practices wherever it operates.

2. Core Principles

- **Upholding Global Standards:** Guided by internationally recognized frameworks (ILO conventions, UN Principles), Volt aspires to best practice in labour and human rights.
- **Zero Tolerance for Modern Slavery & Child Labor:** Proactive measures, including mandatory age verification - eliminate any risk of forced, trafficked, or underage labour in Volt's operations or supply chains.
- **Empowerment of Vulnerable Groups:** Particular attention is devoted to preventing discrimination against women, minorities, young people, and displaced persons.
- **Labor Rights and Collective Bargaining:** All employees are free to associate, collectively organize, and negotiate without obstructions.
- **Measurable Inclusion:** Hiring targets and development programs are implemented for local residents and traditionally underrepresented groups, supporting community growth and talent development.
- **Transparent and Auditable:** All recruitment, employment, and contracting are conducted with openness and documentable processes.

3. Recruitment and Onboarding

- Job opportunities are advertised using inclusive language and accessible platforms across local and regional networks.
- Applications are assessed using non-discriminatory, predefined criteria.
- Shortlisted candidates undergo structured, competency-based interviews, with emphasis on diversity in interview panels.
- Job offers are formally documented, specifying entitlements and protections according to site-specific laws and standards.
- Not charging recruitment related fees at any stage of the recruitment process.
- Onboarding programs include training on human rights, workplace behaviour, and health & safety.

4. Workforce Wellbeing, Training, and Conduct

- A safe, respectful work environment is actively promoted, with zero tolerance for harassment, intimidation, or unsafe working conditions per the Workplace Behaviour Policy.
- Formal channels allow employees to raise concerns about mistreatment, discrimination, or unethical practices, and all cases are subject to impartial investigation per the grievance process.
- Regular human rights awareness and modern slavery prevention training is planned for all employees and contractors, with periodic refreshers.
- Contractor and supplier employees are to be regularly informed of their rights and the avenues available for grievance or whistleblower reports.

5. Supply Chain and Third-Party Expectations

- All suppliers and contractors will be held accountable to Volt's standards on ethics and human rights and must evidence robust, audited due diligence practices.
- Regular supplier risk assessments will be conducted, with active monitoring for compliance, and remedial action where violations are detected.
- Third-party security providers must align with the Voluntary Principles on Security and Human Rights and receive tailored training.

6. Community Engagement and Social Responsibility

- Local communities are regularly consulted and engaged, with feedback from socio-economic impact reviews feeding into project planning.
- Long-term initiatives - covering health, education, and enterprise support - are co-designed to foster shared value and sustainability.

7. Oversight and Reporting

- Progress on human rights, recruitment, diversity, and grievance matters is reported annually to senior leadership and the Board.
- Regular independent reviews are commissioned to validate policy effectiveness and ongoing alignment with evolving international standards.

These policy frameworks anchor Volt to globally respected standards and reflect a responsive, progressive approach tailored to the social, cultural, and risk environment in the countries in which Volt operates. They are meant as living documents, evolving in consultation with legal, operational, and community stakeholders.