

## Policy

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### Our Commitment

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Santos respects and supports the wellbeing, dignity and human rights of our employees and contractors, the communities in which we operate, and people impacted by our operations, including those that provide goods and services to Santos.

Santos is committed to supporting and respecting the protection of internationally recognised human rights as set out in the United Nations International Bill of Human Rights and works to align with the UN Guiding Principles on Business and Human Rights and the Voluntary Principles for Security and Human Rights in our practices and procedures.

Santos is also committed to seeking to prevent the occurrence of modern slavery and human trafficking in Santos' own operations and in the operations of those that provide goods and services to Santos.

We do this by providing a work environment and work conditions that respect the rights and dignity of Santos employees and contractors, and by respecting the rights of the people in communities impacted by our activities, including Indigenous peoples.

These human rights commitments elaborate on requirements in, and are underpinned by, our:

- **Values** which are 'work as one team', 'always safe', 'act with integrity', 'be accountable', 'pursue exceptional results' and 'build a better future';
- **Code of Conduct** which describes how we put our commitment to be a good corporate citizen into practice every day and sets out our mandatory standards for the way we work and make decisions;
- **Climate Change Policy** which recognises the scientific consensus of climate change and describes our actions to target net-zero scope 1 and 2 greenhouse gas emissions by 2040;
- **Diversity and Inclusion Policy** which describes how we will ensure an inclusive and non-discriminatory workplace;
- **Environment, Health and Safety Policy** which describes how we will meet our commitment to be the safest gas company wherever we have a presence and prevent harm to people and the environment; and
- **Local and Indigenous Communities Policy** which describes our commitment to building sustainable and meaningful relationships with Indigenous and land connected peoples and local communities where we operate.

### Our Actions

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We will:

1. Comply with all relevant applicable human rights laws in the countries where we operate.
2. Seek to ensure that those who provide goods and services to Santos are aware of our commitment to respect human rights and agree to uphold that commitment.
3. Seek to engage with the communities in which we operate to understand potential and actual human rights impacts of our activities and prevent, mitigate or redress those impacts as appropriate.
4. Take efforts to identify and address risks of modern slavery and forced labour in our operations and supply chains, and report on actions taken on an annual basis.

5. Acknowledge and respect the cultural heritage of Indigenous peoples impacted by our operations.
6. Implement governance, communication, and training in respect of human rights.
7. Provide access to grievance mechanisms and provide for or contribute to remedy as appropriate.
8. Not tolerate or contribute to threats, intimidation or attacks against human rights defenders in relation to our operations.
9. Report publicly on our human rights performance.

## Governance

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Santos' Audit & Risk Committee is responsible for reviewing the effectiveness of this policy.

This policy will be reviewed at appropriate intervals and revised when necessary to keep it current.

Kevin Gallagher

**Managing Director & CEO**

**Status: APPROVED**

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