Santos

Human Rights & Modern Slavery

Policy

Our Commitment

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 on 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 Policy** which recognises the scientific consensus of climate change and describes our commitment to achieving net-zero Scope 1 greenhouse gas emissions by 2040 and net-zero Scope 2 greenhouse gas emissions by 2050;
- **Diversity and Inclusion Policy** which describes how we will ensure an inclusive and non-discriminatory workplace;
- **Environment Policy** which describes how we will minimise our environmental impact;
- **Health and Safety Policy** which describes how we will meet our commitment to being the safest operator wherever we have a presence and preventing harm to people; and
- **Local and Indigenous Communities Policy** which describes our commitment to contributing meaningfully to the future strength and prosperity of the communities where we operate, building deep, long-lasting relationships with positive intergenerational benefits.

Our Actions

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.

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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

Santos' Safety & Sustainability 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 and CEO

Approved by:	The Board		
Date Approved:	4 December 2025	Version:	1.1