



## **Alta Resources Human Rights and Diversity Statement**

At Alta Resources, we are steadfast in our commitment to upholding human rights and fostering a culture of diversity, which is one of our seven guiding principles. These principles are integral to our core values and guide our efforts to create an environment where every individual is valued, respected, and empowered.

### **Respect for Human Rights**

Our approach to human rights is rooted in the principles of dignity, fairness, and respect. We adhere to internationally recognized standards, including the United Nations Declaration of Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We also align with the ETI Base Code, ensuring our labor practices are ethical, sustainable, and compliant with global standards.

We hold our employees, suppliers, business partners, and other stakeholders to the same high standards, encouraging them to adopt and uphold policies that promote human rights within their operations. This commitment extends to eradicating child labor, forced labor, and discrimination while supporting safe and equitable workplaces.

### **Commitment to Diversity**

Diversity is at the heart of who we are as a company. We celebrate the unique perspectives and experiences that each individual brings to Alta Resources, recognizing that these differences drive innovation and success. We are committed to:

- Providing equal employment opportunities to all individuals, regardless of race, gender, age, religion, disability, sexual orientation, or any other characteristic.
- Creating a workplace free from discrimination, harassment, and retaliation, where every employee feels safe to express their ideas and concerns.
- Offering reasonable accommodations to support the diverse needs of employees and applicants, including those with disabilities, religious practices, or pregnancy-related conditions.

Our inclusive culture not only strengthens our organization but also empowers our employees to advocate for and protect human rights within their spheres of influence.

### **Health, Safety, and Ethical Practices**

Alta Resources is dedicated to maintaining a safe and healthy workplace. We go beyond compliance with local health and safety regulations, providing resources and training to ensure that employees can work in secure and supportive environments. Our commitment to ethical conduct extends across our operations and supply chain, where we enforce our Supplier Code of Business Conduct and Ethics.

### **Accountability and Reporting**

We are proactive in identifying and addressing any potential human rights violations or diversity related concerns. Through multiple reporting channels, including management, human resources, and ethics points, we encourage employees and stakeholders to raise concerns without fear of retaliation. Every report is thoroughly reviewed, and appropriate actions are taken to resolve issues and uphold our commitments.

### **Looking Forward**

At Alta Resources, we believe that respecting human rights and fostering diversity are not just ethical imperatives but also essential drivers of innovation, resilience, and long-term success. We will continue to champion these values, ensuring that our practices reflect our dedication to equity, sustainability, and the well-being of all our stakeholders.

**Alta Resources**  
**Corporate Compliance**

