

HUMAN RIGHTS POLICY

Human Rights Policy Statement

At Boss Energy, we are committed to respecting and upholding human rights and to conducting our business responsibly and ethically. We do not tolerate human rights abuses in any form, and we expect our activities and business relationships to reflect our values and our commitment to stakeholders. This commitment is guided by *The Boss Way* - the values and behaviours that guide how we operate and engage with others.

Policy Implementation

As part of our commitment to respecting human rights, we will:

- Respect internationally recognised human rights across our operations and business relationships, consistent with the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.
- Not tolerate human rights abuses and take reasonable steps to reduce the risk of modern slavery, including forced labour, child labour, human trafficking, discrimination, harassment or exploitative practices.
- Recognise and respect the rights, interests and cultural heritage of Traditional Owners, and engage respectfully and collaboratively with Aboriginal communities affected by our activities.
- Seek to identify, prevent and address potential adverse human rights impacts associated with our activities, including within our supply chains and through third-party relationships.
- Provide mechanisms for concerns or grievances to be raised, and not tolerate retaliation against anyone who raises a concern in good faith.
- Support awareness, education and engagement to ensure everyone who works for or with us understands their responsibility to respect human rights.
- Monitor our approach to human rights and periodically review our practices to support continuous improvement and alignment with evolving expectations.

Responsibility

This Policy applies to our directors, officers, employees, contractors and other third parties who act for or on our behalf.

The Board is responsible for governing this Policy and monitoring the effectiveness of our approach to meeting these commitments.

Management is responsible for implementing this Policy and supporting its application through appropriate systems, awareness and monitoring arrangements.

The Chief Executive Officer is accountable to the Board for ensuring that this Policy is implemented and adhered to.

Matthew Dusci

Managing Director and CEO

April 2026