

Northern Star Resources Limited (**Northern Star** or **the Company**) acknowledges human rights as a legitimate set of moral principles which every human being is inherently entitled to, regardless of their personal, social, economic, cultural, or geographic circumstances.

As part of our commitment to be a responsible business, we recognise our role in respecting the human rights of our Stakeholders.

Northern Star will drive its approach to human rights by

- Complying with the United Nations Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights.
- Respecting Indigenous People, their culture and connection to land and waters as guided by the United Nations Declaration on the Rights of Indigenous Peoples.
- Endorsing the UN Declaration on the Rights of Indigenous Peoples and the human rights principles it embodies, including the principle of Free, Prior and Informed Consent (FPIC).
- Not tolerating human rights abuses, forced labour or servitude in all its forms.
- Endorsing the Modern Slavery Act and expecting our suppliers to align with the Company's STARR core values of Safety, Teamwork, Accountability, Respect and Results and in addition ensuring our supply chain does not involve violation of human rights.
- Recognising that all employees and contractors have the right to fair pay/minimum wage, collective bargaining, and are free to associate.
- Not tolerating discrimination in all its forms including gender, race, disability, ethnicity, nationality, religion, sexual orientation, gender identity, or gender expression.
- Promoting physical and psychological safety in workplaces, and encouraging and supporting the reporting of human rights violations including assault, harassment and discrimination.
- Providing accessible grievance mechanisms for individuals or communities to raise concerns.

Northern Star will ensure personnel engaged in providing security services in our workplaces respect human rights as guided by the Voluntary Principles on Security and Human Rights.

The Human Rights Policy is supported by several of Northern Star's core corporate governance policies including:

- Code of Conduct
- Anti-Bribery & Anti-Corruption Policy
- Equal Employment Opportunity Policy
- Whistleblower Policy
- Risk Management Policy
- Diversity Policy
- Stakeholder Policy
- Supplier Code of Conduct

The Human Rights Policy applies to all people employed by Northern Star, its subsidiaries, contractors, joint venture partners and suppliers interacting in or with our business.

This Policy is subject to annual review by the Environmental, Social & Safety Committee, with any material changes recommended to the Board of Directors for approval.

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