



Group Human Rights Policy

NextSource Materials Inc. (NextSource) (The Company) is a Toronto Securities Exchange-listed graphite mining and processing company. This Policy of NextSource and its subsidiary companies (the Companies) describes the Company's support of and approach to human rights. This Policy is compliant with all relevant legislation and guidance applicable to Next Source and its subsidiaries.

This **Human Rights Policy** applies equally to all NextSource Directors, employees as well as to employees of all contractors or service providers engaged by the Company. The content of this Policy forms a mandatory part of all training, refresher training and induction, while NextSource Procurement staff will provide copies of this Policy in the appropriate language and provide awareness of the Policy's requirements for all suppliers and service providers.

It is the responsibility of each employee, contractor and service provider to be aware of and compliant with this policy.

POLICY STATEMENT

NEXTSOURCE respects and supports the human rights of our workforce, the communities where we reside and operate, and others affected by our activities and business relationships. We expect our suppliers and business partners to do the same. We will seek opportunities to impact positively on human rights.

Next Source respects national legislation related to human rights as well as internationally recognized human rights as set out in the Universal Declaration of Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.

NextSource commits to respect and support human rights by:

- ensuring the right of our workforce and workers in our value chain to a safe and healthy working environment, freedom of association, and freedom from any form of discrimination. We will actively work to prevent any form of modern slavery such as forced or child labour and other forms of labour exploitation in our activities and value chain,
- identifying and protecting the activities and rights of our host communities relating to their ownership or use of land and natural resources, such as water,
- providing our workforce, host communities, workers in our value chain and other affected stakeholders with access to effective grievance mechanisms. Where we have caused or contributed to adverse human rights impacts, we will cooperate and contribute to their remediation through legitimate, transparent processes,
- ensuring security arrangements at our operations respect human rights by restricting the use of force and limiting the use of armed security on our sites to staff or contractors fully trained in the Voluntary Principles for public and private security providers,
- acknowledging the links between human rights and other social and governance issues including bribery and corruption.

To give effect to this Policy we formally integrate human rights considerations into our business process through risk management, impact assessment, incident reporting processes, grievance mechanisms and training.