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# Human Rights Policy

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## Human Rights Policy

Westwater Resources, Inc. and its subsidiaries (“Company”) are focused on developing and advanced battery graphite business throughout the organization including but not limited to the State of Alabama. As society grows more dependent on energy sources and more sensitive to our environment, minerals such as graphite play important roles in our energy future. Our experienced staff and extensive technical expertise set us apart from our peers and provide a strong platform for energy minerals exploration and development. The Company’s Human Rights Policy demonstrates where the Company stands in respect to all human rights.

The purpose of the Human Rights Policy is to set a Company standard that is based on Company beliefs, practices, and procedures to recognize and respect human rights throughout the Company and our supply chain.

The Human Rights Policy applies to all Team Members, contractors, sub-contractors, suppliers, and business partners. This policy will be communicated internally, posted on our website, and provided through the vendor selection process.

In addition to the Human Rights Policy, the Company provides guidelines through the following policies: Equal Employment Opportunity, Harassment and Discrimination Policy, Whistleblower Policy, Rules of Conduct, Diversity, Equity, Inclusion and Accessibility Policy, Anti-Corruption Policy, and Code of Ethics for Senior Financial Officers.

The Company demonstrates respect for human rights by:

- Ensuring that human rights are central to our Company values.
- Complying with the applicable laws where the Company operates.
- Maintaining an ethical, diverse, and inclusive organizational culture where all Team Members are afforded a safe and productive work environment free from bullying, harassment, discrimination and other forms of inappropriate behavior.
- Ensuring just conditions of work are provided to all Team Members in line with applicable labor laws as a minimum, including fair wages and working hours.

- Protecting the health, safety, and well-being of all Team Members, and providing them with accessible safe avenues to raise concerns while respecting their personal dignity and privacy.
- Not engaging in or condoning forced, compulsory or child labor and actively working to prevent all forms of modern slavery within our areas of influence.
- Ensuring that all Company Team Members are over the age of 18.
- Respecting and supporting the rights of all Team Members and contractors.
- Ongoing engagement with local communities and providing appropriate mechanisms for concerns, grievances, and complaints to be raised.
- Ensuring that ongoing processes are in place to identify, mitigate and minimize the risk of potential adverse human rights impacts.
- Promoting respect for and protection of vulnerable groups including but not limited to women, youth, indigenous peoples, national minorities, and internally displaced persons.
- Undertaking human rights risk and impact assessments and engaging in dialogue with local communities, civic authorities, and other key stakeholders to promote respect for human rights.
- Communicating the Human Rights Policy to all relevant groups, including all Team Members.
- Reporting human rights performance regularly to the Safety and Sustainability Committee of the Board of Directors to ensure good governance, compliance, identification of material risks and alignment with the strategic objectives of the Company.