

Human Rights Policy

Akasia Group Limited is committed to respecting internationally recognised human rights within our operations and business relationships, in line with the UN Guiding Principles on Business and Human Rights and the RJC Code of Practices.

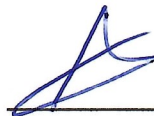
We seek to identify, prevent, mitigate and account for adverse human rights impacts that may arise from our operations, business relationships or communities, and we carry out human rights due diligence appropriate to the purpose, nature, scale and impact of our business.

Where the Company identifies that it has caused, contributed to, or is directly linked to adverse human rights impacts, we will provide for, or cooperate in, legitimate processes to enable remediation of those impacts.

We provide a publicly accessible and effective complaints and grievance mechanism for raising human-rights-related concerns and grievances, which is free from retaliation and does not preclude any individual's or group's right to pursue other available remedies, including administrative or judicial mechanisms.

We will, at least annually, communicate with Affected People or Groups and publicly report on our human rights due diligence efforts, including the methods used, identified impacts, and remedy activities undertaken.

This policy is communicated to all workers, is available to the public upon request, and is reviewed by Top Management at least once a year for continued suitability and adequacy.



Top Management

Date: 11-05-2026