



APPROACH TO HUMAN RIGHTS

Natural Resource Partners (NRP) observes high standards of business and personal ethics and believes all individuals are entitled to courtesy, dignity, and respect. Our expectations for conduct are in line with the Universal Declaration of Human Rights and supported by our Code of Conduct.

With respect to human rights, we:

- Consider the safety and health of every employee our highest priority and take every reasonable measure to assure safe working conditions
- Do not employ child or forced labor and will not knowingly retain a business partner that directly or indirectly does so
- Make a commitment to and demonstrate equal treatment of all employees and business partners without regard to race, color, gender, religion, age, national origin, citizenship status, military service, sexual orientation, or disability
- Will not condone any type of harassment, abuse, or punishment, whether corporal, mental, or physical
- Respect communities and indigenous people
- Comply in all respects with both the letter and spirit of applicable laws, rules, and regulations related to human rights

All NRP employees receive training on various compliance topics and are encouraged and obligated to report violations of laws, rules, regulations, and our Code of Conduct to appropriate personnel. We also maintain an Ethics Hotline for anonymous reporting of violations. The hotline number is prominently displayed in all our offices and on our website. To encourage reporting of such violations, NRP will not allow retaliation for reports of misconduct made in good faith.