

Human Rights Policy

Effective 31 May 2025

1. Purpose

Aurizon Holdings Limited and its subsidiaries (Aurizon) is committed to supporting and respecting human rights. We expect high standards of human rights to be upheld in our operations and within our supply chain.

2. Application of the Policy

This policy applies to all employees, contractors, directors, officers, agents and representatives of Aurizon whether in Australia or another location. Aurizon will, where possible, engage with its joint venture partners, business partners, suppliers, and customers.

3. Commitment to Human Rights

Aurizon commits to support and respect the protection of internationally recognised human rights laws and standards.

This commitment is supported by Aurizon's Values and Code of Conduct, in particular, our firm commitment to safety, lawful and ethical conduct, respect for others, and to responsibly considering the community and environment in decision making. It is also reflected in several of Aurizon's policy and guidance material including the Diversity Policy and Anti-Bribery and Anti-Corruption Policy.

Aurizon is committed to the following principles:

- › Treating people fairly and without discrimination, and promoting diversity in the workplace;
- › Respecting and acknowledging the rights and culture of First Nations peoples;
- › Rejecting all forms of slavery in our operations, including but not limited to child labour and forced labour, and working with suppliers to minimise and address modern slavery risks in Aurizon's supply chain;
- › Respecting workers' rights to fair wages and employment conditions that promote good health and wellbeing;
- › Protecting the health and safety of workers in the workplace; and
- › Respecting the human rights of stakeholders, including in the communities in which we operate.

Aurizon will report on its performance under this Policy from time to time, including in Aurizon's annual Sustainability Report and Modern Slavery Statement.

4. Grievance and Remediation

All employees must report suspected or actual breaches of this Policy to their manager, or follow our Grievance or Whistleblower processes. The Grievance Procedure outlines the process for

employees to report and escalate concerns. The Whistleblower Policy provides a mechanism whereby employees, contractors, suppliers, the general community, and others can report their concerns.

In the event Aurizon is made aware of a breach, or potential breach of this policy by a stakeholder it will engage pro-actively with the affected stakeholder (in a framework of dialogue and consultation) to remedy such breaches as required.