**Brazil Potash Corp.**

**HUMAN RIGHTS POLICY**

# **Policy Purpose**

Brazil Potash Corp. (the “Company”) is committed to the protection and advancement of human rights. This Human Rights Policy (this “Policy”) helps embed the responsibility to respect human rights throughout the Company and our business, build increased trust with our external stakeholders, and demonstrate international good business practices.

# **Scope**

This Policy covers all directors, executives, officers, employees, applicants for employment, consultants, interns, and third parties over whom the Company has control (collectively, “Company Personnel”).

# **Guiding Principles**

’This Policy is guided by the following:

* + The Universal Declaration on Human Rights;
	+ The United Nations Global Compact Principles;
	+ The International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work; and
	+ The Company’s firm belief that the protection and advancement of human rights is a global business best practice and a core element of business sustainability.

# **Human Rights Policy Pillars**

’This Policy rests on the fundamental pillars listed below. We also expect our suppliers and contractors to commit to and abide by these same practices.

1. **Non-Discrimination**

The Company is committed to respecting human rights. Trust, respect and ethical business conduct are essential to achieving and maintaining sound relationships among Company Personnel. The recognition of the personal value and contribution of every individual is basic to these relationships. At the Company, we value the diversity of Company Personnel and treat every person with respect. Consistent with applicable laws of the applicable jurisdiction, Company Personnel will be judged based on their respective performance and qualifications without regard to race, creed, gender, religion, national origin, age, disability, veteran status, or sexual orientation. Appropriate remuneration will also be determined based on performance and qualifications without regard to race, creed, gender, religion, national origin, age, disability, veteran status or sexual orientation.

1. **Child, Forced/Bonded Labor**

The Company is opposed to any form of child labor and forced or compulsory labor. The Company prohibits child labor or the use of forced or compulsory labor in its workforce.

1. **Health and Safety**

Maintaining a safe and healthy work environment is integral to the Company’s business. Accidents harm Company Personnel and undermine the effective performance of our business, as well as the trust of the communities in which we operate. The Company is responsible for preventing accidents by maintaining a healthy work environment, promoting a proactive safety culture, following established safety procedures and practices, and using all prescribed personal protective equipment.

1. **Working Conditions, including hours**

The Company treats all Company Personnel fairly and honestly regardless of where they work. All Company Personnel is entitled to reasonable rest breaks, access to toilets, rest facilities and potable water at their place of work, and holiday leave in accordance with the legislation of the jurisdiction where they work.

1. **Fair Wages/Compensation**

The Company will pay wages that meet or exceed the legally required wage or, where no wage law exists, the local industry standard. Every worker has a right to compensation for work performed.

1. **Migrant Workers**

The Company will provide all workers with wages, benefits and working conditions that are fair and in accordance with local law.

1. **No harsh or inhuman treatment/harassment**

Company Personnel shall be treated with rights and in accordance with the Company’s policy of maintaining a work environment free of all forms of harassment, whether sexual, physical, verbal or psychological. Harassment can be any offensive act, comment or display that humiliates, insults or causes embarrassment, or any act of intimidation or threat.

The Company will not engage in the use of indentured, slave, bonded or other forced involuntary labor. The Company rejects corporal punishment of any type.