

# Human Rights Policy

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## SCOPE

This Human Rights Policy (the “Policy”) details specific principles and commitments concerning human rights and it applies to all directors, officers and employees (“Franco-Nevada Personnel”) of Franco-Nevada Corporation and its subsidiaries and affiliates (collectively, the “Company”).

## HUMAN RIGHTS COMMITMENTS

Human rights are the fundamental rights, freedoms and standards of treatment to which all people are entitled. Respecting human rights is a core value of the Company and is embedded in the way it does business. The Company upholds and respects human rights as reflected in the United Nations Universal Declaration of Human Rights and the Canadian Charter of Rights and Freedoms.

The Company is committed to the following:

- ★ **Compliance with laws.** The Company will comply with the laws, regulations, rules and standards concerning respect for human rights of each country and region in which the Company conducts business.
- ★ **Fundamental freedoms.** The Company supports the fundamental freedoms of Franco-Nevada Personnel and of all individuals, including the freedom of thought, belief, opinion and expression, the freedom of peaceful assembly, the freedom of association and other rights and freedoms enshrined in the United Nations Universal Declaration of Human Rights and the Canadian Charter of Rights and Freedoms.
- ★ **Labour standards.** The Company is committed to the fundamental labour standards and rights at work set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. The Company will not employ any individual under the legal age of employment in any jurisdiction in which it operates or conducts business and will not use any forced, involuntary, compulsory, indentured or slave labour in any of its business activities or operations. The Company will provide wages and benefits that meet or exceed the requirements of applicable laws, rules and regulations in the jurisdictions in which it operates and conducts business. Working hours, overtime hours, and number of working days per week will not exceed applicable legal limits.
- ★ **Safe and discrimination-free workplace.** The Company will maintain welcoming and supportive workplaces free from harassment and discrimination and otherwise managed in accordance with the Company’s Non-Discrimination, Anti-Harassment and Equal Opportunity Policy. Such workplace environments will comply with applicable legal and regulatory health and safety standards and with the Company’s Health and Safety Policy. Both aforementioned policies are available on the Company’s website.
- ★ **Human rights due diligence.** When making investments, the Company will conduct appropriate due diligence, including pertaining to human rights issues.

**Engagement with stakeholders.** As specific issues relating to human rights are ever-changing due to social changes, industry trends or other factors, the Company will consult with its stakeholders regarding human rights and other social issues.

- ★ **Continued improvement to policies and practices.** The Company will regularly review and assess its human rights policies, practices and procedures.
- ★ **Training and development.** The Company will organize appropriate training and educational programs for Franco-Nevada Personnel to address any applicable human rights issues and to ensure proper implementation of this Policy in all of its business activities.
- ★ **Supply chain.** The Company recognizes that it is the responsibility of its suppliers and service providers (“Suppliers”) to define their own policy and approach to the issue of human rights. Notwithstanding, the Company expects that Suppliers conduct their business practices in accordance with the Company’s values and requires that Suppliers agree, in their contractual arrangements with the Company, to abide by the Company’s Supplier Code of Conduct, which code is available on the Company’s website.
- ★ **Information disclosure.** The Company will publicly disclose information on its progress and initiatives for respecting human rights in accordance with this Policy in the Company’s annual ESG reports and other public disclosure.

## ADMINISTRATION OF THE POLICY

### CHANGES TO THE POLICY

The Board will review this Policy annually to ensure that it is effective in achieving its objectives and may recommend changes to such objectives or this Policy, or may recommend additional objectives, as appropriate.

### RESPONSIBLE OFFICERS

The Chief Legal Officer has been designated as the individual responsible to oversee this Policy.

## DATE

Updated on March 10, 2021. This Policy supersedes any written or oral representations that are in any way inconsistent with it.