

Policy

Inclusion & Diversity

February 2023

29Metals¹ is committed to building and promoting a workplace and workforce where inclusion and diversity are embraced and everyone is treated with respect, feels valued and has the opportunity to be the best they can be. This commitment is reflected in our Values of *Transparency, Excellence, Accountability, Mutual Respect* and *Safety First*.

At 29Metals, we believe that:

- we all have different experiences, perspectives and backgrounds, and that through collaboration we will find new and better ways to solve problems and create sustainable value for our shareholders and other stakeholders;
- diversity encompasses many dimensions, including age, race and ethnic background, gender, socioeconomic background, marital, family or relationship status, educational background, sexual orientation, cultural and linguistic background, carer responsibilities, physical and cognitive ability, and work experience; and
- removing barriers which inhibit people from participating in the workforce enhances our ability to create sustainable value for our shareholders and other stakeholders.

This Policy sets out the principles that will guide our commitment to inclusion and diversity, and how we will translate our commitment to action.

Document Control

Policy Owner	Managing Director & Chief Executive Officer
Review Committee	Remuneration & Nominations Committee
Approval Authority	Full Board

Version Control

Version Number	Date Issued	Author	Amendment(s)
1.0	June 2021	Company Secretary	First published version
2.0	February 2023	Chief Governance & Legal Officer	Edits arising from annual review

¹ In this Policy, a reference to the '29Metals', the 'Company' or the 'Group' is a reference to 29Metals and each of its subsidiaries, unless the context requires otherwise.

1. Scope

This Policy applies to all 29Metals employees, directors, contractors and consultants as well as anyone conducting business on behalf of 29Metals.

The principles of this Policy will be included in all aspects of the way we work, including the behaviours that we expect in all 29Metals' workplaces (and anywhere else where 29Metals' conducts its business), and how we select, develop, promote, reward and retain our people.

2. Our inclusion and diversity principles

The following principles underpin our commitment to inclusion and diversity:

- Reflecting our values of *Excellence*, *Mutual Respect* and *Safety First*, we expect all of our people to demonstrate and promote inclusive behaviours and practices;
- Reflecting our value of *Accountability*, we expect our leaders to be role models, responsible for promoting inclusion and diversity, encouraging new ideas and thoughts, and for creating an unbiased and inclusive environment where everyone feels empowered to speak up;
- Reflecting our Values of *Excellence*, *Accountability*, *Mutual Respect* and *Safety First*, we support and promote inclusion and diversity through how we recruit, retain, develop and reward our people, including:
 - recruitment of employees and directors from a diverse pool of qualified candidates;
 - promoting equal opportunity for all employees to develop and realise their potential;
 - including performance against our Values as part of our performance management processes for all employees at all levels in the Company; and
 - actively assessing our reward for effort systems and processes to avoid inequality;
- Reflecting our values of *Excellence* and *Mutual Respect*, we are committed to building an inclusive workplace and diverse workforce, that promotes opportunities for participation by members of the communities in or near which we conduct our business, including indigenous employment and business opportunities;
- Reflecting our values of *Mutual Respect* and *Safety First*, seeking to accommodate flexible work arrangements to support a range of professional and personal circumstances aligned with business requirements where it is appropriate to do so;
- Reflecting our values of *Accountability*, *Mutual Respect* and *Safety First*, we will not accept bullying, discrimination or harassment in any 29Metals workplace (or any location where 29Metals conducts its business); and
- Reflecting our value of *Transparency*, we will report to our shareholders and other stakeholders on inclusion and diversity matters.

3. Inclusion and diversity objectives

29Metals is committed to translating its inclusion and diversity principles into tangible action.

We will set meaningful and measurable inclusion and diversity objectives and report our progress against those objectives, at least annually.

Performance metrics in our business will include assessing performance against, and promotion of, our Values.

4. Oversight of this Policy

The implementation of this Policy is overseen by the Board's Remuneration & Nominations Committee (the '**Committee**'). The Committee will make recommendations to the Board regarding inclusion and diversity objectives and monitor 29Metals' progress in achieving a diverse workforce and inclusive workplace.

5. Review of this Policy

This Policy will be reviewed at least annually to assess whether it continues to meet its purpose and objectives in the context of (among other things):

- guidance published by the ASX and the Australian Securities & Investments Commission;
- governance expectations of shareholders and other market participants; and
- community expectations.

Any amendment to this Policy requires the approval of the 29Metals Board.

Material changes to this Policy will be promptly notified to the ASX and a copy of the updated Policy will be available on the Company's website at www.29metals.com.