

DIVERSITY AND INCLUSION POLICY

Purpose

Andromeda Metals Limited (Andromeda) will create a culture that is diverse, inclusive and that respects and celebrates our differences. We appreciate the value inherent in a diverse workforce. Diversity may result from a range of factors: origin, age, gender, race, religion, cultural heritage, lifestyle, education, physical ability, appearance, language or other factors.

We value the differences between people and the contribution these differences make to our business. We all have a role to play in creating an environment of trust, respect and inclusion. We strive to lead with our values and beliefs, which will enable improved performance, better decision making, innovation and retention of our workforce.

We will actively manage diversity and inclusion, seeking ways of acknowledging and embracing the differences that exist. This means that we will:

- actively and flexibly seek to accommodate the unique needs of many different employees.
- commit to ensuring that all our people are treated with honesty, respect, and dignity.
- attract and retain a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located and our employees reside.
- seek to ensure that our business practices, policies, and procedures do not prevent people from diverse backgrounds having equality of opportunity within our organisation.
- ensure that applicants and employees of all backgrounds are encouraged to apply for, and have fair opportunity to be considered for, all available roles.
- recognise that all employees (female and male) at all levels may have domestic or family responsibilities and we will adopt flexible work practices to assist our people to meet these responsibilities.

Scope

This policy applies to the Company's board, employees and contractors at all levels

Definitions

- **Diversity** refers to the visible and invisible differences that exist between people, including (but not limited to) race, colour, physical features, sex, sexual preference, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity, or trade union membership. It also refers to diverse ways of thinking and ways of working.
- **Inclusion** refers to ensuring that current, future and potential employees have equality of opportunity in the organisation without any barriers or obstacles as a result of their race, colour, physical features, sex, sexual preference, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity or trade union membership.

- **Equal employment opportunity (EEO)** is the principle that all persons can have equal access to employment opportunities based on merit, without fear of discrimination or harassment.

Diversity principles

Andromeda's diversity and inclusion policy, processes and initiatives focus on four diversity and inclusion principles:

- Decisions regarding recruitment, selection, training and development and promotion are based on merit, performance, and capabilities.
- The Company embraces fairness, equality and inclusiveness and does not tolerate unlawful discrimination, bullying, harassment, or victimisation.
- Diversity and inclusion and equal employment opportunity initiatives are based on sound business objectives.
- Diversity and inclusion are everyone's business – it is part of how we work.

Equal opportunity in employment

We will provide equal opportunity in respect to employment and employment conditions, including:

- Recruitment and selection
- Performance management
- Training and development
- Career advancement
- Support.

We are committed to supporting all employees and managers in the achievement of a diverse and inclusive workplace. Managers are responsible for developing and encouraging a positive environment, where all employees and contractors are treated with respect and dignity.

Measurable objectives

Andromeda will establish, on an annual basis, measurable objectives for the achievement of diversity and inclusion. These objectives may include:

- Establishing goals for gender equity at all levels within the organisation
- Establishing goals for representation of under-represented groups within the organisation
- Implementing initiatives to address any identified pay equity disparities.
- Implementing leadership programs that promote equal opportunity, diversity and inclusion practices and a diverse and inclusive organisational culture.
- Implementing training and development programs that promote and embed EEO, diversity and inclusion practices within our Company.
- The Senior Management Team is responsible for the approval of initiatives to achieve measurable objectives relating to EEO, diversity and inclusion. Management is responsible for implementing approved initiatives.

Monitoring and reporting

People and Culture will regularly measure and report on the progress towards achieving diversity and inclusion objectives and will conduct an annual assessment of the measurable objectives agreed by the Board

The Senior Management Team will regularly report to the board on the progress towards achieving diversity and inclusion objectives.

Disclosure of diversity and inclusion reporting and outcomes will be made to key stakeholders on an annual basis.

Compliance

People & Culture will proactively monitor organisational performance in meeting policy requirements.

People and Culture in partnership with the Senior Management Team will ensure that all employees undertake regular compliance training in relation to Diversity and Inclusion, and legislative and other responsibilities relating to anti-discrimination, workplace bullying & harassment, and equal employment opportunity.

People and Culture will also conduct regular reviews of the processes involved in recruitment, remuneration, performance management and training and development to assess the implementation of and compliance with this policy.

Managers have a responsibility to ensure the workplace is free from discrimination, harassment, or bullying, and that all employees comply with the diversity and inclusion policy.

Related policies

The organisation's approach to equal employment opportunity, diversity and inclusion is supported by a range of policies, including:

- Anti-Bullying and Anti-Harassment Policy
- Code of Conduct
- Disciplinary and Grievance Policy
- Recruitment Policy

Governance

This policy has been approved by the Andromeda Metals Limited Board of Directors and the Remuneration and Nomination Committee are responsible for regularly reviewing and oversight of this policy.

Record of reviews and relevant changes or amendments and/or reasons below:

Date	Version	Changes Made/Reasons for Changes	Changed By
21/12/2021	1.1	Review for Board recommendations	JVK