

Inclusion & Diversity Policy

Hastings Technology Metals Ltd (Hastings or the Company) seeks to have a high performing workforce and is committed to fostering an inclusive and diverse workplace that is reflective of the communities in which we operate. The Company strives to provide an inclusive workplace where everyone feels respected and safe and where everyone can bring their whole self to work.

This policy should be read in conjunction with all Hastings policies including the Code of Conduct.

To fulfil the objectives of this policy Hastings, including its management, directors and employees commit to:

- Recognise the diversity of our team members and always support a culture of inclusion to ensure all individuals feel respected and safe
- Develop workforce plans that create opportunities for local content
- Recruit from a diverse pool of candidates to ensure inclusion of differing genders, backgrounds and locations
- Promote a workplace of equal opportunity and inclusion; one in which discrimination, bullying or harassment is not tolerated. This includes the provision of training and awareness to promote inclusion and cultural diversity
- Empower Hastings team members to manage their productivity, effectiveness and personal situations and consider requests for flexible ways of working, where possible
- Set targets for achieving diversity for the composition of our board and workforce and report on progress towards achieving those objectives
- Identify priority areas the company regards as most important in driving inclusion and diversity and taking action to progress these areas
- Provide timely and transparent reporting to the company board and its shareholders on inclusion and diversity matters
- Review gender pay equity on an annual basis

Hastings employees, contractors and subcontractors, authorised visitors, and anyone else involved in our operations are responsible for implementing this policy. Senior management are accountable for the implementation of this policy and shall demonstrate leadership to Hastings Technology Metals Ltd HA-0-0000-HR-GE-POL-00003 Rev02 ACN 122 911 399 support this policy.

The Board will be responsible for approving and monitoring the effectiveness of this Inclusion and Diversity Policy. This Policy will be reviewed every two years or as required.



Charles Lew

EXECUTIVE CHAIRMAN

Approved by the Board (26 July 2023)