

Indigenous Peoples Policy

Hastings Technology Metals Ltd (Hastings or the Company) recognises and respects the Traditional Owners of lands on which we conduct our activities. This policy sets out Hastings' commitment to Traditional Owners and the actions which the Company will take to make a positive contribution to support indigenous rights and cultural heritage.

Indigenous Relations

We commit to ensuring Traditional Owners benefit from our presence on country as follows:

- Comply with all applicable laws and the United Nations Declaration on the Rights of Indigenous Peoples
- Engage with Traditional Owners to identify and respect issues relevant to those groups
- Conduct our Projects fairly and with prior engagement and informed consent
- Promote socio-economic development of Traditional Owners through employment programs and procurement opportunities for indigenous contractors
- Set objectives and targets for the employment and career development of Indigenous people.
- Provide a culturally safe work environment for our Indigenous workforce.

While there are no human settlements on our tenements, should this arise in future tenement acquisitions we commit to avoiding involuntary resettlement of indigenous people.

Cultural Heritage

Areas of cultural heritage significance to the Traditional Owners need to be identified and considered with respect. We commit to:

- Consult and engage the Traditional Owners before conducting any ground disturbing activities
- Show respect towards the Traditional Owners, their land rights, the land and areas of cultural significance
- Provide cultural awareness training to our workforce
- Ensure cultural heritage issues and activities are managed in a culturally appropriate and sensitive manner
- Show consideration for the cultural heritage landscape of areas in which we operate.

All employees and contractors shall adhere to and support the implementation of this Policy. Senior management are accountable for providing the necessary resources to implement this policy; and shall demonstrate leadership to support this policy. Hastings shall report periodically on the implementation of this policy. Hastings Technology Metals Ltd HA-0-0000-HE-EN-POL-00003 Rev03 ACN 122 911 399. This policy will be reviewed every two years or as required.



Charles Lew

EXECUTIVE CHAIRMAN

Approved by the Board (26 July 2023)