

Whistleblower Policy

Introduction

Hastings Technology Metals Limited (Hastings or the Company) is committed to the highest standards of conduct and ethical behaviour in conducting its business at all times. The Company is also committed to promoting and supporting a culture of honest and ethical behaviour, corporate compliance and good corporate governance amongst its Personnel.

Hastings' Code of Conduct encourages the reporting of any instances of actual or suspected unethical, illegal, fraudulent or undesirable conduct in breach of the Code or any of its policies or any applicable laws.

Purpose

This policy encourages people to speak out if they become aware of Potential Misconduct. It also sets out the process for making a report and provides protections and measures to ensure those persons who speak out may do so confidentially and without fear of intimidation, disadvantage, or reprisal.

Who does the Policy apply to?

This policy applies to all directors, employees (full time, part time, casual), individual contractors and consultants (Personnel) of the Company, as well as anyone with information about Potential Misconduct, including all former Personnel, suppliers, contractors and consultants.

What is speaking out?

Anyone with information about Potential Misconduct is encouraged to report that information to a Protected Disclosure Officer.

What is potential misconduct?

Potential Misconduct is any suspected or actual misconduct or improper state of affairs, or circumstances in relation to the Company or any Personnel of the Company (Potential Misconduct).

You should speak out even when you are unsure if something is Potential Misconduct.

Potential Misconduct may include a breach of policy or the law, or information that indicates a danger to the public or Hastings' business or reputation. Examples include:

- Dishonesty or unethical behaviour
- Fraud or corruption, including bribery
- Criminal activity
- Violence, victimisation, harassment or intimidation
- Breach of Hastings' Code of Conduct or other policies
- Abuse of authority or a conflict of interest

- Breaches of law or regulations
 - Unauthorised use of the Company's confidential information
 - Conflicts of interest
 - Unsafe work practices, environmental damage or health risks
 - Conduct likely to cause financial loss to Hastings or damage its reputation
 - Any other kind of misconduct or an improper state of affairs or circumstances
- Potential Misconduct does not generally include personal work-related grievances.

Work-related grievances are grievances relating to your employment that have implications for you personally but do not have broader implications for the Company (e.g., disagreement between you and another employee or a decision about your promotion). Generally, these grievances should be raised under the relevant Company policy or dispute resolution process. In some cases, these grievances may qualify for legal protection.

There are special protections for whistleblowers who disclose information concerning misconduct or an improper state of affairs or circumstances in relation to the Company under the Corporations Act and others for tax whistleblowers.

Who can speak out?

Any Personnel or other person with information about Potential Misconduct is encouraged to report it under this policy. This includes all current and past employees, officers, suppliers, contractors and consultants.

It is expected and required that Personnel who become aware of actual or suspected potential cases of Potential Misconduct will make a report under this policy or under other applicable policies.

Who can I speak to?

To ensure timely investigation and appropriate escalation, Hastings has appointed Protected Disclosure Officers named below that you are encouraged to speak out to under this policy. You can make your report online, by email, telephone or in person.

Protected Disclosure Officers:

Rachael Ward-Pryce
Head of People
rachael.wardpryce@hastingstechmetals.com
0448 736 029

Neil Hackett
Non-Executive Director
neil.hackett@hastingstechmetals.com
0403 535 391

Robert Klug
General Counsel
robert.klug@hastingstechmetals.com
0417 923 142

Reports may be made to a free whistleblower hotline (number 1300 304 550) or online at Hastings Disclosure Portal (<http://hastingstechmetals.stoplilereport.com>).

Reports may also be posted or delivered to the Company's registered office, Level 6, 197 St Georges Terrace, Perth WA 6000 (marked "Confidential" and to the attention of one

of the Protected Disclosure Officers).

While it is Hastings' preference that you raise reports with the Protected Disclosure Officers, it is important to note that under the Corporations Act, you may also raise the matter with an "officer" or "senior manager" of the Company. These are defined in the Corporations Act as "a director, or a senior manager in the Company who makes, or participates in making decisions that affect the whole, or a substantial part, of the business of the company, or who has the capacity to affect significantly the company's financial standing".

What information should I provide?

You should provide as much information as possible, including details of the Potential Misconduct, people involved, dates, locations and if any more evidence may exist.

When reporting Potential Misconduct, you will be expected to have reasonable grounds to believe the information you are disclosing is true. A report of Potential Misconduct will not be penalised even if the information turns out to be incorrect. However, you obviously must not make a report that you know is not true or is misleading. Where it is found that a person has knowingly made a false report, this will be considered a serious matter and will result in disciplinary action.

Can I make an anonymous report?

Hastings encourages the reporting of Potential Misconduct, however, we appreciate that speaking out can be difficult.

You can make an anonymous report if you do not want to reveal your identity. However, we encourage you to provide your name because it will make it easier to investigate and address your report.

If you do not provide your name, any investigation will be conducted as best as possible in the circumstances. However, an investigation may not be possible unless sufficient information is provided, and it may make it difficult to offer you the same level of practical support if we do not know your identify.

If you do not provide your name, it will only be disclosed if you provide your consent, or in exceptional circumstances where the disclosure is allowed or required by law (e.g., in dealings with a regulator). If you have concerns about this, you can discuss this with the Protected Disclosure Officer or other recipient of your report.

How will the Company respond to a report? TO A REPORT?

All reports made under this policy will be received and treated sensitively and seriously and will be dealt with promptly, fairly and objectively after the matter has been reported.

Hastings' response to a report will vary depending on the nature of the report and the amount of information provided. Your report may be addressed and resolved informally (such as assisting employees to change their behaviour) or through formal investigation.

Should a report not be able to be resolved informally or Hastings otherwise determines an investigation is required, Hastings will commence and conduct investigations in a timely manner. An investigation will be fair and independent from any persons to whom the report relates. All Personnel must cooperate fully with any investigation.

When appropriate, a person being investigated will be provided with details of the report that involves them (to the extent permitted by law) and be given an opportunity to respond. Where appropriate, Hastings will provide feedback to you regarding the investigation's progress and/or outcome (subject to considerations of the privacy of those against whom allegations are made).

Where a report is submitted anonymously, Hastings will conduct the investigation and its enquiries based upon the information provided.

What protection exists for whistleblowers?

Hastings is committed to ensuring confidentiality in respect of all matters raised under this policy and that those who make a report are treated fairly and do not suffer detriment.

Protection against detrimental conduct

No person may cause detriment to someone else (or threaten to do so) because of a belief that person has made or will make a report of Potential Misconduct under this policy. Examples of detriment include discrimination, dismissal, harassment, causing physical or psychological harm, damaging property, varying an employee's role or duties or other unfavourable treatment connected with making a report.

If you believe you, or someone else, is being subjected to detrimental conduct as a consequence of making a report, you should tell a Protected Disclosure Officer or other recipient listed in section 7. The Company will treat this extremely seriously.

Any person involved in detrimental conduct will be subject to disciplinary action. In some circumstances, this may also be a criminal offence punishable by imprisonment.

The Company may implement other protections to ensure you are treated fairly and do not suffer detriment because you speak out. These protections will depend on the circumstances but may include such things as monitoring and managing the behaviour of other Personnel, relocating Personnel, offering you a leave of absence while a matter is investigated, and rectifying any detriment that you have suffered.

Protection of your Identify and Confidentiality

Subject to compliance with legal requirements, upon receiving a report under this Policy, Hastings will only share your identify as a whistleblower or information likely to reveal your identity if:

- a. You consent;
- b. The concern is reported to the Australian Securities and Investments Commission (ASIC), The Australian Prudential Regulation Authority (APRA), the Tax Commissioner or the Australian Federal Police (AFP); or
- c. The concern is raised with a lawyer for the purpose of obtaining legal advice or representation.

If Hastings needs to investigate a report, it may disclose information that could lead to your identification, but it will take reasonable steps to reduce this risk.

Any disclosures of your identity or information likely to reveal your identity will be made on a strictly confidential basis.

Protection of Files and Records

All files and records created from an investigation will be retained securely.

Unauthorised release of information to someone not involved in the investigation (other than senior managers or directors who need to know to take appropriate action, or for corporate governance purposes) without your consent as a whistleblower will be a breach of this policy.

Whistleblowers are assured that a release of information in breach of this policy will be regarded as a serious matter and will be dealt with under Hastings disciplinary procedures.

Group Reporting Procedure

The Board will receive a summary of reports made under this policy on a quarterly basis. The Board will be provided additional information about any material incidents raised.

Further Information

If you have any questions arising from this policy, please contact the Company Secretary.

This policy will be available on the Company's public website.

This policy does not form part of terms of employment and may be amended from time to time.



Charles Lew
Executive Chairman

Approved by the Board (26 July 2023)