

Australian Industry Participation Policy

Hastings Technology Metals Ltd (Hastings or the Company) supports Australian Industry Participation (AIP) as a core business objective. These commitments are designed to ensure Hastings will achieve its objective of providing full, fair, and reasonable opportunities for Australian parties to supply goods and services.

This policy should be read in conjunction with Hastings' Australian Industry Participation Plan

Commitments

Hastings implements the following commitments:

- Ensure that relevant Australian Standards for design, engineering, manufacturing, and construction form the basis for the preparation of scopes of work.
- Provide information and facilitate briefings to ensure local, and regional businesses are provided with equal opportunities to participate in our business.
- Work with local government, and industry associations to establish links between Hastings and the local communities in which we operate.
- Include AIP requirements in all relevant contract documents and, where appropriate, make it a condition these are reflected in applicable subcontracts and contractor placed purchase orders.
- Monitor and report on Australian Industry Participation Plan obligations.

Hastings management and employees are responsible for ensuring this policy is properly implemented, both internally and by our stakeholders. All Hastings contractors are expected to abide by Hastings' commitment to its Australian Industry Participation Plan. Suggestions for continual improvement are always encouraged and will be considered for implementation.

This Policy will be reviewed every two years or as required.



Charles Lew
Executive Chairman

Approved by the Board (20 September 2023)