

Gippsland Critical Minerals

DIVERSITY AND INCLUSION POLICY

1. Introduction

Gippsland Critical Minerals is committed to developing and maintaining a diverse and inclusive workplace where every employee is treated fairly, with respect and has the opportunity to realise their full potential and contribute to Gippsland Critical Minerals success.

2. Policy objectives

Gippsland Critical Minerals Diversity and Inclusion objectives include:

- creating a positive work environment where we respect each other as individuals and acknowledge the value and unique contribution brought by a team with diverse backgrounds, experiences, and perspectives.
- ensuring that every employee is able to reach their true potential; and
- growing our team to reflect the diversity of our community.

3. Scope

This policy applies to all employees, directors, officers, contractors, agents, consultants, and any other party representing Gippsland Critical Minerals wherever it operates across the world.

4. Policy statements

- Gippsland Critical Minerals is committed to empowering our people to challenge the status quo, to valuing diversity of perspective, including the diverse thinking, styles, skills, and experiences of our team.
- We will treat all Directors, Employees, prospective Employees, partners, contractors, consultants, stakeholders, and suppliers fairly and equally regardless of and not limited to, their age, gender, race, national or ethnic origin, cultural background, experience, social group, marital status, religion, language, political beliefs, sexual orientation, and physical ability.
- Gippsland Critical Minerals seeks to recruit the best people from a diverse field of candidates.
- Gippsland Critical Minerals is committed to providing a safe workplace that is free from bullying and harassment.

5. To achieve this objective, we will:

- employ, promote, and reward employees based on capability and performance.
- provide appropriate levels of training, development and mentoring to ensure our employees and contractors are aware of this policy and understand and promote a diverse and inclusive workplace.
- provide opportunities for individuals to reach their full potential.
- ensure our standards and procedures encourage different skills, experience and perspectives and address diversity and inclusion challenges.
- review and approve measurable objectives to achieve a diverse and inclusive workplace.

6. Policy Review

This policy will periodically be reviewed by the Board to ensure it continues to meet both regulatory and contemporary industry standards and practices.

Related documents:

- Gippsland Critical Minerals Code of Conduct

Version	Doc Category	Status	Reviewer	Approver	Approval Date	Due for review
1.1	Board	Reviewed	J. Patarica	Chairman: B.Farrell	June 2021	June 2023



We acknowledge the Gunaikurnai People as the Traditional Aboriginal Owners of country that encompasses the proposed Fingerboards Project area. We pay our respects to their culture and their Elders past, present and emerging. Gippsland Critical Minerals is committed to creating a safe and inclusive environment for all its employees.