



Diversity and Equal Opportunity Policy

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Document Revision	1	Approved By	Board of Directors
Document Owner	Corporate/Board		

1. Purpose

Technology Metals Australia Limited (the **Company**) is committed to workplace diversity, and recognises the benefits of employee and Board diversity, including a broader pool of capable employees, improving employee retention and motivation, accessing different perspectives and ideas, and benefiting from all available talent.

The Company is committed to inclusion and provision of equal opportunities at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective, and life experience. This commitment is consistent with the Company's values (see *Statement of Values*).

2. Scope

The Company expects that our commitment to diversity and equal opportunity is supported and followed by all directors, employees, and contractors working for the Company and its subsidiaries.

3. Responsibility

- The Board shall maintain oversight and responsibility for the Company's continual monitoring of its diversity and equal opportunity practices, and development of strategies and metrics to meet the Company's commitments.
- The Managing Director is responsible for the implementation of the commitments set out in this Policy.

4. Policy Commitments

The Company is committed to:

- a workplace culture characterised by inclusive practices and behaviours for the benefit of all personnel.
- an inclusive workplace where discrimination, harassment, vilification, and victimisation cannot and will not be tolerated.
- a work environment that values the contributions of a diverse and skilled workforce, leading to continuous improvement and achievement of corporate goals.
- recruitment from a diverse pool of candidates for all positions and adherence to the recruitment principle of "employ the best person for the job".
- review of succession plans to ensure an appropriate focus on diversity and equal opportunity.
- development of programs for a broader pool of employees including workplace development programs, mentoring programs and targeted training and development.
- development of a workplace culture which acknowledges the domestic responsibilities and cultural traditions of its personnel.

5. Monitoring, Evaluation and Reporting

- a. The Company will implement, monitor, evaluate, and report on its diversity practices and metrics as required by the Board.
- b. The Company shall disclose annually, at its discretion and with approval from the Board:
 - (i) The strategies and metrics set by the Board,
 - (ii) Progress against these strategies and metrics; and
 - (iii) The respective proportion of men and women on the Board, in senior executive positions and across the whole company.

6. Related Documents

- a. TMT-COR-POL-000 Statement of Values
- b. TMT-COR-POL-010 Local Employment Policy
- c. TMT-COR-POL-015 Bullying and Harassment Policy