



Local Employment Policy

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

1. Purpose

Technology Metals Australia Limited (the **Company**) is committed to providing employment, contracting, training, and professional development opportunities to the local communities living in proximity to the locations in which we operate. This policy outlines our commitment to ensuring the Traditional Owners and the local community have equal access to opportunities that will provide long-term benefits to the community.

This Policy is supported by and used in conjunction with the Company's *Diversity and Equal Opportunity Policy*.

2. Scope

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

3. Responsibility

- a. The Company's Board is responsible for the overall administration of this Local Employment Policy.
- b. The Managing Director is responsible for implementation of the commitments set out in this Policy.

4. Commitments

The Company is committed to:

- a. Development and implementation of recruitment initiatives with the aim of maximising local and Indigenous employment and contracting.
- b. Identification of barriers to local employment and contracting opportunities and work with the community to identify alternative ways to maximise local interest in opportunities with the Company.
- c. Fostering a workplace culture that values local community participation and knowledge, and respect for local cultures and traditions.
- d. Provision of workplace initiatives that support flexibility for Indigenous personnel to observe their cultural traditions.
- e. Design and implementation of strategies that aim to provide ongoing support, training, and mentoring for local and Indigenous personnel.

5. Related Documents

- a. TMT-COR-POL-005 Diversity and Equal Opportunity Policy