

DIVERSITY AND INCLUSION POLICY

CONTENTS

1. INTRODUCTION	1
2. OBJECTIVES	1
3. RESPONSIBILITIES	2
4. STRATEGIES	2
5. MONITORING AND EVALUATION	3
6. REPORTING	3
7. REVIEW OF THE POLICY	3

1. INTRODUCTION

- (a) Elevra Lithium Limited (**Elevra** or **Company**) and all of its related bodies corporate are committed to promoting and maintaining diversity and inclusion within the Group. This commitment to diversity and inclusion is embedded in our corporate strategy and supported by our company values.
- (b) The Company recognises the benefits to be gained from a workforce that brings together a range of skills, backgrounds and experiences. The Company recognises that a diverse and inclusive workforce is a key competitive advantage.
- (c) By promoting and demonstrating diversity of thought, respect and teamwork, the Company seeks to attract, retain and motivate employees from the widest possible pool of available talent to deliver the best results for both the Company and its shareholders.
- (d) The Company is committed to inclusion at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, race, ethnicity, nationality, religious beliefs, cultural background, socio-economic background, perspective and experience.

2. OBJECTIVES

- (a) The Diversity and Inclusion Policy provides a framework for the Company to achieve:
 - (i) a diverse and skilled workforce, where a broad range of ideas provides the opportunity to innovate and collaborate;
 - (ii) a positive workplace culture characterised by inclusive practices and behaviours for the benefit of all employees;
 - (iii) an inclusive workplace where discrimination, harassment and victimisation cannot and will not be tolerated;
 - (iv) a climate of trust and belonging, where employees feel safe, respected and valued for their unique perspectives and attributes;
 - (v) improved employment, talent management and career development opportunities for women and other underrepresented groups;

- (vi) enhanced recruitment practices whereby the best person for the job is employed, which requires the consideration of a broad and diverse pool of talent; and
- (vii) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity and inclusion,

(collectively, the **Objectives**).

- (b) The Diversity and Inclusion Policy does not impose on the Company, its Directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity laws either in Australia, the USA or Canada (including Québec) or any foreign jurisdiction in which we operate.

3. RESPONSIBILITIES

- (a) The Board is committed to diversity and inclusion at all levels of the Company, including on the Board.
- (b) The Board maintains oversight and responsibility for the Company's continual monitoring of its diversity and inclusion practices and the development of strategies to meet the Objectives.
- (c) In addition, the Board is responsible for establishing measurable objectives for achieving greater gender diversity at all levels of the Group (including on the Board) (**Measurable Objectives**) and monitor the strategies to achieve them.
- (d) The Board shall make an annual assessment of these Measurable Objectives and the Company's progress towards achieving them. The outcome of this assessment will be disclosed annually following the end of the reporting period.
- (e) The Board will consider conducting all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

4. STRATEGIES

The Company's diversity and inclusion strategies may include (but are not limited to):

- (a) identifying and removing any barriers to diversity that may exist within the Company to create an inclusive and supportive organisation, treating all employees with respect and fairness;
- (b) ensuring that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates;
- (c) actively monitoring recruitment, promotions and turnover, particularly in relation to gender diversity, age and background;
- (d) reviewing succession plans to ensure an appropriate focus on diversity;
- (e) raising awareness of the advantages of diversity and inclusion through education, training and development programs;

- (f) creating a culture that empowers and rewards people to act in accordance with this Policy and enabling all employees to report and/or challenge behaviour that is not consistent with this Policy;
- (g) develop a culture that recognises that employees at all levels of the Company (and of all genders) may have caregiving responsibilities and family commitments, and supports both flexibility and work-life balance for all;
- (h) ensuring that discrimination, harassment, bullying, victimisation and all other inappropriate behaviours do not occur in the workplace; and
- (i) any other strategies the Board develops from time to time.

5. MONITORING AND EVALUATION

- (a) The Chair of the Board is accountable for ensuring that the commitments set out in this Policy are effectively implemented.
- (b) The Managing Director/Chief Executive Officer is accountable to the Board for:
 - (i) ensuring that this Policy is effectively implemented in compliance with the laws in each applicable jurisdiction; and
 - (ii) undertaking the required diversity and inclusion initiatives to achieve the Measurable Objectives set by the Board.
- (c) The Board will review the Company's diversity and inclusion strategy at least annually and will monitor the Company's progress towards the achievement of the Measurable Objectives.

6. REPORTING

- (a) For each financial year, the Company will disclose:
 - (i) any Measurable Objectives set by the Board;
 - (ii) its progress against these Measurable Objectives; and
 - (iii) the respective proportions of men and women on the Board, in senior executive positions (including how the Company has defined "senior executive" for these purposes) and across the whole Company.
- (b) The Company encourages all employees to speak-up and report any non-compliance or behaviours which are inconsistent with this Policy in accordance with the Company's *Whistleblower Policy*. Elevra will support individuals to quickly and respectfully resolve concerns or complaints that arise in the context of the Company's diversity and inclusion commitments.

7. REVIEW OF THE POLICY

The Elevra Board will monitor the content, effectiveness and implementation of this Policy on a regular basis and update it as required.