

Workplace Diversity Policy

Statement

Neometals Ltd. aims to provide a work environment that is inclusive and where all employees, contractors, joint venture partners and visitors (“Personnel”) are treated with dignity, courtesy and respect. We acknowledge that diversity adds value in bringing different perspectives to the workplace and in reflecting the communities we serve. Neometals Ltd. recruits, engages and manages on the basis of competence and performance regardless of age, nationality, race, gender, religious beliefs, sexuality, physical ability or cultural background.

Commitment

Neometals Ltd. recognises the dignity of each worker, and the right to a workplace free of harassment or abuse. Decisions on hiring, salary, benefits, advancement, termination or retirement will be based solely on how appropriately a worker fits the role. There will be no discrimination based on race, creed, gender, marital or maternity status, religious or political beliefs, age or sexual orientation.

We are committed to ensuring that:

- we recruit and retain talented individuals from different backgrounds;
- individuals are shown respect and treated fairly;
- there is no unlawful discrimination in our working relationships;
- our work environment is free from bullying or harassment; and
- all team members are encouraged to grow and develop.

Measure

Neometals Ltd. ensures implementation of this Policy by:

- setting an example of leadership at all levels of management;
- encourage and facilitate employment and promotion from groups recognised by equal employment opportunity and anti-discrimination-related legislation;
- ensuring that all employees have equal access to employment opportunities within the workplace;
- creating a culture that empowers and rewards people to act in accordance with this Policy; and
- ensuring Neometals Ltd.’s culture and management systems are aligned and promote the attainment of this Principle.



Responsibility

This Policy applies to all Personnel working with Neometals Ltd. All Personnel are responsible for actively participating in and supporting this Policy.