
Diversity & Inclusion Policy

Minemet Recycling Group Limited
ACN 629 010 484

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1. Policy Statement

- 1.1 Minemet Recycling Group Limited (ACN 629 010 484) (**Minemet** or the **Company**) is committed to establishing, facilitating, and maintaining an inclusive workplace where diversity is embraced. The Company recognises that differences make a for a stronger and more successful team and outcomes. These differences can include gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, nationality, religious beliefs, cultural background, perspectives, experiences, and other areas of difference.
- 1.2 Through this Diversity and Inclusion Policy (**Policy**), the Company aims to value and support diversity of its people, customers, suppliers, and communities by creating a positive experience for all. The Company aims at providing a workplace where everyone is treated fairly and with respect and that reflects the diverse communities that it serves. The Policy outlines the principles which underpin the Company's commitment to diversity and inclusion, and articulates how it is supported through the organisation.

2. Diversity and Inclusion Overview

- 2.1 Diversity encompasses our acceptance of all, irrespective of differences in backgrounds, experiences, approaches, and viewpoints.
- 2.2 Inclusion ensures that individuals can be part of an environment where difference is valued, respected, and leveraged to drive better outcomes for our people and the people we serve in the community.
- 2.3 Fundamental to the Company's commitment to diversity and inclusion are achieving the goals of:
- (a) Providing all employees an equal opportunity to participate in the workforce, at all levels of work (including our workforce, management, senior executives, and Board of directors) based on merit; and
 - (b) Fostering, through leadership, a culture where differences are valued and utilised to achieve business goals and objectives.
- 2.4 At Minemet, diversity of gender, experience, skills, knowledge, and experience are important criteria and considered when appointing new members to the Board and/or senior management. The Company recognises that an integral part of implementing its Diversity and Inclusion Policy is to ensure it applies at all levels within the Group.

3. Who does this Policy apply to?

- 3.1 This Policy applies to all "Staff", defined as:
- (a) all employees of the Company and its related entities (**Group**);
 - (b) all contractors providing services to the Group; and
 - (c) the Boards of Minemet and each entity in the Group.

4. Principles

- 4.1 The following principles underpin Minemet's approach to diversity and inclusion:
- (a) We foster a workplace culture supportive of diversity at all levels within the Group to enhance the recruitment, development and retention of a talented and motivated workforce, from the widest possible pool of talent;
 - (b) We drive diversity and inclusion by removing barriers and providing employees with the tools to help promote and protect our approach;
 - (c) We will hold ourselves accountable by setting and measuring diversity and inclusion objectives;
 - (d) We recognise the need to support flexibility and to the extent possible, seek to accommodate the needs of our employees;
 - (e) We will promote performance and development, providing equitable opportunities for employees to develop, grow and succeed;
 - (f) We will regularly review and monitor any diversity-based trends with respect to employee departures from the Company; and
 - (g) We will continue to ensure that our policies and employment practices support diversity and inclusion objectives, including the principles set out in this section.

5. Implementation and Measurable Objectives

- 5.1 The Board of Minemet, or a relevant committee of the Board, will establish measurable objectives for achieving gender diversity and may choose to establish such objectives in relation to other aspects of diversity and inclusion.

6. Responsibilities

- 6.1 The Board has responsibility to:
- (a) oversee this Policy including the review of its appropriateness and effectiveness;
 - (b) encourage and promote any other initiatives, policies and processes appropriate from time to time to encourage and promote diversity;
 - (c) annually set and review the measurable objectives;
 - (d) annually assess the Company's progress towards achieving the measurable objectives; and
 - (e) ensure compliance with the ASX Corporate Governance Principles and Recommendations in respect of diversity.

7. Publication of this Policy and the Company's progress

- 7.1 Minemet will publish this Policy on its website.
- 7.2 Following the setting of the measurable objectives referred to in section 5:
- (a) Senior Management will be required to measure and report on the achievement of such objectives;

- (b) Minemet will consider and, if appropriate, implement policies and programs or amendments to existing policies designed to address impediments to gender diversity in the workplace; and
- (c) Minemet will provide information at the end of each reporting period its progress towards achieving its objectives, and either:
 - i. The respective proportions of women and men on the board, in senior executive positions and across the whole organisation (including how the entity has defined “senior executive” for these purposes); or
 - ii. If Minemet is a “relevant employer” under the Workplace Gender Equality Act (**Act**), the entity’s most recent “Gender Equality Indicators”, as defined in and published under that Act.

8. Employee rights and obligations

- 8.1 This Policy is aspirational and does not form part of an Employee's terms of employment, appointment or engagement with the Group. A departure from the Policy or a failure to meet measurable objectives may result in reporting obligations for the Company, but is not intended to create direct legal obligations between the Group and Employees.
- 8.2 This Policy is not to be used by the Group, or any Employee, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.

9. Interaction with legislation

- 9.1 This Policy applies to the extent that it does not conflict with any Australian laws, including equal employment and anti-discrimination legislation.

10. Review and Amendment

- 10.1 This Policy cannot be amended without approval from the Company’s Board. This Policy would be reviewed regularly and amended where appropriate to ensure they:
 - (a) continue to meet Minemet’s workforce and business objectives; and
 - (b) continue to support and promote a diverse and inclusive workplace culture and environment.

11. Further assistance

- 11.1 Any questions regarding this Policy should be referred to the Company Secretary in the first instance.

12. Approved and Adopted

- 12.1 This Policy was approved by the Board on 3 October 2022 and adopted on the date the Company is listed on the Australian Securities Exchange.