

SUPPLIER CODE OF CONDUCT

De Grey Mining Australia Limited (the Company) is committed to integrity and fair dealing in its actions and business affairs and to a duty of care to all personnel and stakeholders. We expect that all Company and project activities are undertaken to high ethical standards and in compliance with all applicable laws, rules, and regulations.

This Supplier Code of Conduct outlines the minimum standards to which our suppliers are expected to adhere regarding business conduct, health and safety, labour rights, community and Indigenous rights, environment, and data protection and communication.

This Supplier Code of Conduct should be read in conjunction with the Company's Code of Conduct and applicable Company policies.

Scope

This Supplier Code of Conduct applies to all suppliers, contractors, vendors, goods and services providers, consultants, and any of their sub-contractors (collectively "suppliers") working for De Grey Mining Limited and its subsidiaries (collectively, the "Company").

Company Values

The Company's corporate values are contained in the Company's Statement of Values. We expect our suppliers to share our commitment to our corporate values and high ethical standards of behaviour.

The Company's values are:

- Empathy – Be humble, understand and encourage and find joy in supporting each other. Actively listen to other's point of view;
- Safety – Be a leader in safety, ensure everyone goes home safely, you are empowered to speak up and stop work if its not safe, drive best work practices, always report hazards and incidents;
- Personal Responsibility – Everyone has a responsibility to themselves, their workmates, the environment and the community in which we live and operate, be accountable for your actions and own your mistakes, deliver on timelines;
- Respect All Levels – Respect our workmates, work as a team and treat others with respect at all times, respect the community and environment in which we live and operate, respect people for who they are and their diverse backgrounds;
- Integrity – Do the right thing, even when people aren't watching, be honest in all your dealings, always help others to be their best and to achieve their goals;
- Think differently – Be curious towards existing practices and open to new ideas, look for ways to work smarter not harder, encourage and embrace diversity of thought, intrepid.

Business Conduct

The Company expects suppliers to conduct their business in a fair, honest, and ethical manner across all parts of their business, in compliance with applicable laws, rules, and regulations and free from corruption.

The supplier shall:

- Comply with all applicable local, national, and international laws, regulations, and restrictions.
- Comply with all applicable trade laws and sanctions.
- Comply with all anti-bribery, anti-corruption, and anti-money laundering laws.
- Disclose and avoid as necessary any actual or potential conflicts of interests with the Company.

SUPPLIER CODE OF CONDUCT



- Respect the laws, customs and business practices of the communities in which we operate, but do not compromise the principles embodied in the [Company Code of Conduct](#).
- Acknowledge they have been provided with and understand the Company's [Statement of Values](#), [Code of Conduct](#), and [Anti-Bribery and Corruption Policy](#).

Health and Safety

The Company is committed to the safety and wellbeing of all personnel involved with its activities and expects that suppliers will comply with all applicable health and safety laws and maintain a safe workplace. The supplier shall:

- Identify and comply with relevant legislation and industry requirements.
- Provide and maintain safe systems of work where hazards and associated risks are identified and eliminated or controlled so far as reasonably practicable. Ensure all plant, equipment and materials are fit for use and maintained in a safe condition.
- Provide their personnel with the appropriate level and frequency of training to enable them to perform their role in a safe and competent manner.
- Ensure their personnel do not work under the influence of alcohol and/or other drugs that could prevent work being performed safely.
- Acknowledge they have been provided with and understand the Company's [Health and Safety Policy](#).

Labour Rights

The Company is committed to the rights of workers in our supply chain and that they are treated with respect, fairness, and dignity. The supplier shall:

- Comply with all applicable employment laws with respect to working hours, wages, benefits, leave entitlements, and superannuation and ensure their workers are provided with formal, written employment contracts.
- Only employ workers who are of applicable minimum legal working age.
- Avoid the use of forced, bonded, or involuntary labour or labour acquired through human trafficking.
- Maintain a fair, respectful, and inclusive work environment free from harassment, bullying, or discrimination.
- Recognise the rights of workers to collective bargaining and form, join, or not join unions or other worker organisations.
- Acknowledge they have been provided with and understand the Company's [Diversity and Inclusion Policy](#), [Workplace Behavior Policy](#), [Equal Employment Opportunity](#), [Bullying](#), [Sexual Harassment & Discrimination Policy](#) and the [Modern Slavery & Human Rights Policy](#).

Community

The Company is committed to respecting the values of the community and Traditional Owners upon the land in which we operate and aim to make positive social and economic contributions to the community by providing equal opportunities for employment and contracting. The supplier shall:

- Engage with members of the community and Traditional Owners at the locations in which we operate in a respectful and constructive manner.
- Understand and respect the cultural rights of Indigenous People at the locations in which we operate and acknowledge their right to maintain their culture, identity, tradition, and customs. Engagement with Traditional Owners must be conducted in a culturally appropriate manner.
- Endeavour to procure goods and services locally in the areas in which we operate, in support of local and Indigenous businesses and the community.

SUPPLIER CODE OF CONDUCT



Environment

The Company is committed to the responsible management and protection of the environment and working in an environmentally appropriate manner that minimises impact on the environment. The Company is also dedicated to increasing energy efficiency to reduce the production of greenhouse gas emissions. The supplier shall:

- As a minimum, comply with all applicable environmental laws and regulations.
- Take a precautionary approach during any work activities, adhering to the Company's environmental management system including procedures, management plans, checklists, and other requirements.
- Disclose any breaches, or potential breaches, of environmental requirements to the Company in accordance with the Company's environmental management system.
- Seek ways to improve energy efficiency and develop greenhouse gas emissions reduction initiatives.
- Minimise the generation of wastes and pollution, and consumption of non-renewable resources such as water and other raw materials.
- Measure and report greenhouse gas emissions to the Company promptly in alignment with the Company's reporting requirements.

Data Protection and Communication

- The supplier shall take all reasonable measures to ensure the information provided by the Company to the supplier shall be kept confidential, and that no document or information shall be released to any third party without the express approval from the Company.
- The supplier shall comply with all data privacy and security laws, regulatory requirements, and contractual agreements with the Company.
- The supplier shall refrain, and ensure their employees refrain, from any defamatory, offensive, and/or disrespectful communication on all social media platforms regarding the Company and refrain from speaking on behalf of the Company unless duly authorised.

Non-Compliance

The Company expects our suppliers to undertake their activities to high ethical standards, comply with all applicable laws, rules, and regulations, and adhere to this Supplier Code of Conduct.

If a supplier becomes aware or suspects a breach of this Code, the supplier must inform its Iluka representative.

If the supplier is found to be in breach of this Supplier Code of Conduct, the Company reserves the right to take corrective action, request the supplier to implement a mitigation or correction action plan or terminate the relationship, depending on the nature and severity of the breach.

If the breach involves a violation of the law or criminal conduct, the Company may refer the matter to the appropriate law enforcement authorities.

Monitoring and Review

- The performance of the supplier and the compliance with all applicable laws, rules, and regulations and to this Code of Conduct will be monitored in accordance with the contractual agreement with the Company.
- The Company will review this Supplier Code of Conduct from time to time and suppliers will be provided with new revisions when issued.

A handwritten signature in black ink, appearing to read "G. Jardine".

Glenn Jardine
Managing Director

Date: 13/06/24