

SUPPLIER CODE OF CONDUCT

De Grey Mining Limited and its wholly owned subsidiaries (the **Company**) is committed to integrity and fair dealing in its actions and business affairs. The Company expects procurement 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, 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, manufacturers, importers, contractors, vendors, goods and services providers, consultants, and any of their subcontractors or agents (collectively, **suppliers**) working for or on behalf of the Company.

Company Values

The Company's Values are contained in the Vision & Values section of the Company's public website. The Company expects our suppliers to share our commitment to our Values and to 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 it's 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.

SUPPLIER CODE OF CONDUCT



Business Conduct

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

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 any actual, potential, or perceived conflicts of interests.
- Respect the laws, customs, and business practices of the communities in which they operate.
- Observe the principles embodied in the Company Code of [Company Code of Conduct](#).
- Acknowledge they have been provided with and understand the Company's [Statement of Values](#), [Company 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 or other drugs that could prevent work being performed safely.
- Observe the risk management processes and concepts of the *Work Health and Safety (Sexual and Gender-based Harassment) Code of Practice 2025*.
- 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.
- Ensure their workers are provided with formal, written employment contracts.
- Only employ workers who are of applicable minimum legal working age.
- Prohibit the use of forced, bonded, or involuntary labour or labour acquired through human trafficking.
- Report any actual or suspected human rights breaches or instances of modern slavery in the supply chain of the Company.
- Maintain a fair, respectful, and inclusive work environment free from harassment, bullying, or discrimination.
- Recognise the rights of workers and freedom of association.
- Acknowledge they have been provided with and understand the Company's [Diversity and Inclusion Policy](#), [Workplace Behaviour Policy](#), [Equal Employment Opportunity, Bullying, Sexual Harassment & Discrimination Policy](#) and the [Human Rights Policy](#).

SUPPLIER CODE OF CONDUCT



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.

Environment

The Company is committed to identifying, assessing and mitigating risks and proactively seeking pathways that deliver positive and sustainable outcomes. The supplier shall:

- 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.
- Measure and report greenhouse gas emissions to the Company promptly.

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, 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 of an actual breach or suspects a potential breach of this Code, the supplier shall inform its Company representative or report the matter by email to company.secretary@degreymining.com.au.

SUPPLIER CODE OF CONDUCT



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 between the supplier and the Company, 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 its compliance with all applicable laws, rules, and regulations and to this Supplier Code of Conduct will be monitored in accordance with any agreements with the Company.
- The Company will review this Supplier Code of Conduct from time to time and publish updated versions to its website.

A handwritten signature in black ink, appearing to read "G. Jardine", is positioned above the printed name and title of the Managing Director.

Glenn Jardine
Managing Director

Date: 19/03/2025