DIVERSITY & INCLUSION POLICY

WA1 Resources Ltd (**WA1**) is committed to building a diverse and inclusive organisation where everyone is respected, individual contributions are valued, and all team members have equal opportunities to thrive. This policy aligns with WA1's Corporate Values Statement.

Purpose

- WA1 acknowledges the positive outcomes and corporate benefits that can be achieved through a diverse workplace, including the ability to attract, retain and motivate directors, officers and employees from the widest possible pool of available talent.
- WA1 recognises and utilises the contribution of diverse skills and talent from its officers and employees. WA1 also recognises that to have a properly functioning diverse workplace, discrimination, bullying, harassment, vilification and victimisation cannot and will not be tolerated.
- For the purposes of this policy, diversity extends beyond gender and includes, but is not limited to, marital or family status, sexual orientation, gender identity, age, disabilities, religious belief, cultural background, socio-economic background, perspective and experience.
- This policy applies to WA1's Board, employees and all people who work at WA1, including contractors and consultants.

Commitment

WA1 aims to fulfil its commitment to diversity by:

- Ensuring that its corporate culture and values support diversity and inclusion whilst maintaining a commitment to a high-performance culture;
- Ensuring that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates;
- Designing and implementing programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management positions;
- Supporting an individual's domestic responsibilities (including the adoption of flexible work practices that will assist them to meet those responsibilities);
- Providing opportunities for employees on extended parental leave to maintain their connection with the workplace;
- Ensuring development and succession plans for directors and senior management include gender diversity as a relevant consideration; and

- Adopting measurable objectives in respect of each reporting period for achieving diversity in the composition of its Board, senior management and workforce generally and by assessing progress towards achieving those objectives and regularly considering methods for improvement.

Responsibilities

The Nomination, Remuneration & People Committee has responsibility for making recommendations to the Board about adopting and monitoring the measurable objectives described in this policy.

Behaviour of WA1's People

WA1 recognises that to have an inclusive workplace discrimination, harassment, vilification and victimisation cannot be tolerated; demonstration of such behaviours may lead to disciplinary action being taken against the employee including termination of employment in serious cases. Any breach of compliance with this policy is to be reported directly to the Managing Director and/or Company Secretary, as appropriate.

Review

This policy will be reviewed by the Board or the Nomination, Remuneration & People Committee from time to time to ensure that it meets the needs of WA1, best practice standards and complies with the ASX Corporate Governance Principles & Recommendations.

The Board or the Nomination, Remuneration & People Committee may change this policy from time to time by resolution.