

SIGNATURE METALS LIMITED
ACN 106 293 190
DIVERSITY POLICY

1. INTRODUCTION

Signature Metals Limited (“Company”) is committed to workplace diversity. The Company recognises the benefits arising from employee and board diversity, including a broad pool of high quality employees, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations (ASX Principles)*.

2. OBJECTIVES

The Diversity Policy (Policy) provides a framework for the Company to achieve:

- a diverse and skilled workforce, with the aim of leading to continuous improvement and achievement of corporate goals;
- a workplace culture characterised by inclusive practices and behaviours;
- equal employment and career development opportunities for all staff, regardless of gender or cultural background; and
- a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives.

(collectively, the “Objectives”).

The Diversity Policy does not impose on the Company, its directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction. In particular, the Diversity Policy does not detract from the duties of the directors and officers of the company to exercise their powers and discharge their duties in good faith in the best interests of the Company.

3. RESPONSIBILITIES

As the Company develops, the Board is responsible for the application of measurable objectives and strategies to meet the Objectives of the Diversity Policy (“Measurable Objectives”). From time to time the Board will consider the establishment, amendment or removal of Measurable Objectives.

When Measurable Objectives are implemented the monitoring of the progress of Measurable Objectives will be through the monitoring, evaluation and reporting mechanisms listed below.

4. MONITORING AND EVALUATION

The Board, with the assistance of the Company Secretary, will monitor the scope and currency of this Policy.

5. REPORTING

The CEO will report to the Board on progress against the Measurable Objectives on an annual basis.