

## **Diversity and Inclusion Policy**

### **The Purpose of this Policy**

The purpose of this Policy is to foster a culture that values individual differences which are leveraged to deliver optimal outcomes for Cyprium Metals Limited (CYM).

### **Scope**

This Policy applies to all Board members, officers, managers, employees, contractors and consultants.

### **Commitment**

To meet the objective of this Diversity and Inclusion Policy:

- Integrate diversity and inclusion into the way we work;
- Develop an inclusive work environment regardless of race, nationality, religion, gender, age, sexual orientation, disability, ancestry, social origin, political or other opinion, or any other bias;
- Implement and manage programs and initiatives to address identified diversity and inclusion challenges;
- Meet or exceed our legal and regulatory obligations in relation to providing a fair and equitable workplace in the jurisdictions we operate;
- Ensure our standards and procedures encourage different skills, experience and perspectives;
- Monitor, maintain and improve, where required, diversity and inclusion risks;
- Use this policy as the basis for developing new, and maintaining existing, standards and procedures which relate to this policy; and
- Make our Employees and Contractors aware of this Policy.

Personnel must immediately report any actual or suspected breaches of this Policy to the Non-executive Chairman, Executive Director or Company Secretary.