

Supplier Standards

The Purpose of this Policy

To assist with all suppliers that Cyprium Metals Limited (CYM) transacts with to comply with reasonable Australian community standards of ethics and business practices. Compliance with the minimum requirements outlined in each area of this Policy is a requirement of conducting business with CYM.

Scope

The principles outlined in this Supplier Standards apply to all third-party suppliers and contractors engaged to provide goods or services to CYM.

Corporate governance and ethics

Robust corporate governance provides the foundation for professional, responsible and ethical business practice. Strong corporate governance and ethical behaviour are central to CYM's approach to business. CYM will favour suppliers who can demonstrate having established a strong governance framework and who have adopted ethical standards. CYM will expect suppliers to comply with the minimum requirements identified below:

- Suppliers must comply with all applicable laws and regulations on bribery, corruption and prohibited business practices;
- Suppliers must conduct business in an ethical, equitable and professional manner; and
- Suppliers must disclose any part of their business operations that may not meet reasonable Australian community standards of ethics and business practices.

Risk Management

Timely identification of business risk allows for risk mitigation and management and contributes to value creation for CYM and its stakeholders. CYM will expect its suppliers to comply with the minimum requirements identified below:

- Suppliers must implement policies and practices aimed at identifying strategic and operational risks, vulnerabilities and compliance obligations and must facilitate risk awareness, communication and mitigation within their business.

Workplace Health and Safety

Workplace Health and Safety, intended as the provision of a safe, healthy and secure work environment to our employees, contractors and visitors. We expect suppliers to comply with the minimum requirements identified below:

- Suppliers must comply with all relevant laws and regulations;
- Suppliers must develop and implement written health and safety policies and standards;
- Suppliers must develop and implement documented systems to identify and record work-related injuries and illnesses; and
- Suppliers must comply with CYM's safety requirements

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Labour policies, human rights and non-discrimination

CYM aims to support responsible labour practices that contribute to the development of a fair and inclusive workplace. We expect suppliers to comply with the minimum requirements as follows:

Legal compliance and workplace policies:

- Suppliers must comply with all relevant, local and national laws and regulations with regards to employment practices, benefits, health and safety and anti-discrimination; and
- Suppliers must have written workplace management policies and standards inclusive of equal opportunity, anti-discrimination and anti-harassment, bullying principles.

Forced and child labour:

- Suppliers must not use any form of child, forced or involuntary labour and abide with all international standards and domestic regulations relating to the employment of children.

Equal rights and non-discrimination:

- Suppliers must promote an inclusive workplace, prohibits discrimination and does not tolerate harassment on the basis of race, nationality, religion, gender, age, sexual orientation, disability, ancestry, social origin, political or other opinion, or any other bias.

Environmental management

CYM aims to reduce the direct environmental impact of its operations and that of the activities occurring along its supply chain. At a minimum, suppliers are expected to:

- Comply with all relevant local and national laws and regulations;
- Implement and maintain a written environmental policy;
- Adequate environmental reporting and compliance with legislative requirements;
- Suppliers to comply with CYM's environmental requirements

Community

CYM contributes to community development CYM prefers that its suppliers share similar values in relation to community contribution who can demonstrate initiatives in support of community development.

Supply Chain

CYM aims to collaborate with its suppliers to minimise adverse social, economic and environmental effects of activities occurring along its supply chain. Suppliers are expected to adopt similar principles to those outlined in this Supplier Standards when dealing with their own critical suppliers.