



**LEO LITHIUM LIMITED**  
**ACN 638 065 068**

**DIVERSITY AND INCLUSION POLICY**

<b>DATE</b>	<b>ACTION</b>	<b>CHANGE</b>	<b>REVISION</b>
28.04.2022	Adoption of Policy	N/A	-

## **1 APPLICABILITY**

Leo Lithium Limited and its subsidiaries (together **Leo Lithium**) are committed to fostering a culture of compliance, ethical behaviour and good corporate governance. Leo Lithium aims for a diverse and inclusive workplace, to maximize our business results and attract, recruit, engage and retain a talented workforce. We are committed to providing an environment free of discrimination and bias, where everyone has an opportunity to maximize their potential, fully participate in creating business success and where each person is valued, respected and supported for their attributes, skills and experience.

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## **2 PURPOSE**

Leo Lithium is committed to workplace diversity and inclusion. It recognises that success, including achievement of our shared values and goals relies on a team comprising broad experiences and perspectives. We endeavour to attract, retain and develop people who bring diverse perspectives through all levels of the organisation including directors, employees, consultants and contractors ensuring they are attracted from the widest possible pool of available talent.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. The diversity of our people includes factors such as race, ethnicity, gender, sexual orientation, socio-economic status, culture, age, physical ability, education, language, skill levels, family status, religious, political and other beliefs and work styles.

Leo Lithium is committed to promoting an inclusive culture, we value and harness this diversity to build an environment where people are connected and belong. We will honour the culture and customs, as well as comply with law and regulation, in all jurisdictions in which we operate.

### **WHO THIS POLICY APPLIES TO?**

This policy applies to all directors, employees, consultants and contractors of Leo Lithium (**Employees**).

This policy does not impose on Leo Lithium or its 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 overseas jurisdiction.

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## **3 ACHIEVING DIVERSITY AND INCLUSION**

### **3.1 Environment conducive to diversity and inclusion**

To have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated by Leo Lithium.

Employees are expected to contribute to ensuring that the work environment is free from bullying, discrimination, harassment, vilification and victimisation and Leo Lithium's board (**Board**) and management will ensure that complainants or reports of this type of behaviour are treated seriously with care and confidentially by Leo Lithium. Employees should demonstrate respect of others, consideration for the cultural and social differences of the people with whom they work, communicate with others politely and respectfully and raise any diversity concerns with their manager.

Leo Lithium will encourage an awareness in all Employees of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity.

### **3.2 Recruitment and management of a diverse workforce**

Leo Lithium will recruit and manage a diverse and skilled workforce on the basis of an individual's competence and performance, and recognising the importance of having the right person for the right job. We will ensure appropriate recruitment and selection practices are used when hiring new staff, including Board members, so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that may discriminate against certain candidates. Leo Lithium will ensure the workforce best represents the talent available in the communities in which Leo Lithium's assets are located and its Employees reside.

### **3.3 Career progression**

Leo Lithium is committed to fostering individual career development and making decisions regarding selection and promotion on the basis of performance, skill and merit, recognising the importance of having the right person for the right job.

Leo Lithium intends to provide opportunities for employees on extended parental leave to maintain their connection with the entity, for example, by offering them the option (without any obligation) to receive all-staff communications and to attend work functions and training programs.

### **3.4 Flexible working practices**

Leo Lithium recognises that employees (male and female) at all levels may have domestic responsibilities and will consider flexible work practices that will assist them to meet those responsibilities.

### **3.5 Measurable objectives**

The Board may set measurable objectives for achieving gender diversity that are appropriate for Leo Lithium. If measurable objectives are established they will be disclosed in the Group's corporate governance statement prepared in accordance with ASX Listing Rule 4.10.3.

If set, these measurable objectives will include appropriate and meaningful benchmarks that are able to be, and are, measured and monitored for effectiveness in addressing any gender imbalance issues within Leo Lithium. These could include achieving specific numerical targets (e.g. a target percentage) for the proportion of women employed by the organisation generally, in senior executive roles and on the Board within a specified timeframe.

The Board may also set measurable objectives in relation to other aspects of diversity that are appropriate for Leo Lithium.

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## **4 REVIEW**

The Board will review this policy at least annually, and update it as required. The Board will also review any measurable objectives it has set in accordance with this policy and its progress towards achieving them.

**5 CONTACT DETAILS**

If you are in any doubt regarding this policy, you should contact the Company Secretary at:

Leo Lithium Limited,  
Level 3, 31 Ventnor Avenue  
West Perth, WA 6005

Phone: +61 8 6149 6100

Email: [cosec@leolithium.com](mailto:cosec@leolithium.com)