



REX MINERALS LTD

ACN 124 960 523

PEOPLE AND CULTURE POLICY

Document No: COR POL 214



At Rex Minerals, people are at the heart of our business and key to us realising our purpose, to explore and mine responsibly, to achieve our vision of producing the minerals needed for the world we all envision.

Our values include teamwork, respect and integrity. Health and safety are our priorities and we value diversity of people in our business. Decisions about labour and working matters are made with the objectives of building trust with workers and collaborative, productive relationships. We respect human rights throughout our value chain.

We are committed to providing rewarding work and working conditions on competitive terms of employment. We negotiate in good faith, and we respect the right of employees to seek mutually flexible agreements.¹

In addition to the commitments set out in our Sustainable Development, Gender, Diversity and Inclusion and Occupational Health and Safety policies, our commitment to our people involves:

- Promoting fair, safe and secure working environments for all workers
- Ensuring access to a fair and transparent grievance mechanism for workers to raise workplace concerns
- Analysing alternatives to retrenchment and developing retrenchment plans, to reduce the adverse impact on workers
- Identifying and managing workers exploitation and modern slavery risks (including forced and child labour)
- Identifying and managing risks associated with our security arrangements (use of security personnel).

Achieving our People and Culture Policy is the responsibility of all our people.

This policy was approved by the Rex Minerals Board on 13 September 2021.

¹ *This is in consideration of local laws in the jurisdictions in which Rex operates.*