

Metals Acquisition Limited
(the “Company”)

Adopted 15 December 2023

Diversity Policy

1 Introduction

- (a) The Company and its subsidiaries’ (the **Company**) acknowledge the positive outcomes and better overall performance that can be achieved through a diverse workplace, including the ability to attract, retain and motivate directors, officers and employees from the widest possible pool of available talent.
 - (b) The Company recognises and utilises the contribution of diverse skills and talent from its directors, officers and employees. The Company also recognises that in order to have an inclusive workplace, discrimination, bullying, harassment, vilification and victimisation cannot and will not be tolerated.
 - (c) For the purposes of this policy, diversity extends beyond gender and includes, but is not limited to marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious belief, cultural background, socio-economic background, perspective and experience.
 - (d) This policy applies to all officers, employees and all people who work at the Company, including contractors and consultants.
-

2 Commitment of the Company

The Company is committed to:

- (a) ensuring that the Company’s corporate culture and values, at all levels of the organisation, support diversity and inclusion whilst maintaining a commitment to a high-performance culture;
- (b) ensuring that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain types of candidates;
- (c) designing and implementing programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions;

- (d) supporting at all levels an individual’s domestic responsibilities (including the adoption of flexible work practices that will assist them to meet those responsibilities);
 - (e) providing opportunities for employees on extended parental leave to maintain their connection with the workplace;
 - (f) ensuring the policy for selection and appointment of new directors is transparent and considers all facets of diversity to avoid “groupthink” or other cognitive biases in decision making;
 - (g) ensuring development and succession plans for directors and senior management include gender diversity as a relevant consideration;
 - (h) monitoring and measuring the achievement of all diversity objectives set by the Board;
 - (i) considering whether key performance indicators for senior management might be an appropriate way of furthering gender diversity objectives; and
 - (j) ensuring the Board sets and reviews measurable objectives in relation to gender diversity in the composition of its Board, senior management and workforce generally (**Objectives**) on an annual basis to identify ways in which the achievement of gender diversity at the Company is measured, and in relation to other aspects of this diversity policy.
-

3 Responsibilities

- (a) The Board has formally adopted this policy, reflecting a commitment by the Board for accountability across the Company to achieve its diversity goals.
- (b) The Nominating and Corporate Governance Committee (the **Committee**) has responsibility for this policy, including its regular review and the monitoring of its effectiveness.
- (c) The Committee has responsibility to:
 - (i) annually set and review the Objectives, where appropriate, other aspects of diversity including in respect of women in leadership, age diversity and cultural diversity;
 - (ii) assess annually the Company’s progress in achieving the Objectives; and
 - (iii) disclose:
 - (A) the Diversity Policy on the Company’s website;
 - (B) the Objectives and the Company’s progress in achieving the Objectives in the Company’s annual report; and

- (C) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined “senior executive” for these purposes) for the entity’s Gender Equality Indicators, as defined in the *Workplace Gender Equality Act 2012* (Cth).
 - (d) If the Company undertakes a gender pay equity audit (which must be approved by the Committee), the Committee will consider the results of any such audit and any disclosure related issues.
 - (e) The Committee, in consultation with the Board, will be responsible for approving any key performance indicators for senior management in relation to any of the Company’s diversity Objectives.
-

4 Behaviour of the Company’s people

The Company recognises that in order to have an inclusive workplace discrimination, harassment, vilification and victimisation cannot be tolerated; demonstration of such behaviours may lead to disciplinary action being taken against the employee including dismissal in serious cases.

5 Review and changes to this policy

- (a) The Committee will review this policy annually or as often as it considers necessary to check it is operating effectively and consider whether changes are required.
- (b) The Board may change this policy from time to time by resolution.