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Diversity, Equity and Inclusion Policy

Document Owner	Managing Director
Policy Number	IRE0032
Version Control	V001
Last Updated	Administration – 25 March 2026
Approved by the Board	Tim Harrison
Policy Review Frequency	Annually

Term	Details
Purpose	IonicRE recognises that promoting diversity, equity and inclusion (DEI) contributes positively to business performance, innovation, decision-making and organisational culture. IonicRE is committed to providing a safe, inclusive and respectful workplace where all individuals are valued and able to contribute fully. This includes maintaining a work environment free from discrimination, harassment, bullying, victimisation and unlawful conduct. This Policy supports compliance with applicable legislation including: • Workplace Gender Equality Act 2012 • Sex Discrimination Act 1984 • Fair Work Act 2009 • Disability Discrimination Act 1992 • Racial Discrimination Act 1975 • Age Discrimination Act 2004 • Australian Human Rights Commission Act 1986 IonicRE also acknowledges its positive duty to take reasonable and proportionate measures to eliminate unlawful conduct, including sexual harassment, as far as possible.
Scope	This Policy applies to: • Board members • All employees (full-time, part-time, casual, temporary and permanent) • Contractors, consultants and subcontractors It applies to: • All aspects of employment (recruitment, promotion, training, conditions and benefits) • Workplace interactions with colleagues, clients and the public • Work-related events, travel and social functions • Any location where work is performed or work-related activities occur
Policy Statement	IonicRE values diversity of thought, background, experience and perspective.

Term	Details
	We are committed to: • Fostering an inclusive and respectful workplace culture • Promoting equitable access to opportunities • Preventing discrimination, harassment, bullying and victimisation • Ensuring all individuals are treated with dignity and respect Diversity, including gender diversity at Board and leadership levels, enhances organisational performance, governance outcomes and stakeholder engagement.
Definition of Diversity	Diversity includes visible and non-visible differences, including (but not limited to): • Age • Gender identity and expression • Sex and sexual orientation • Disability (including physical, mental and neurodiversity) • Ethnicity, race and nationality • Cultural and religious background • Family or caring responsibilities • Socio-economic background • Education, skills, experience and perspectives IonicRE recognises intersectionality, where individuals may experience overlapping forms of disadvantage or discrimination.
Unacceptable Workplace Conduct	**Discrimination** Discrimination occurs when a person is treated less favourably because of a protected attribute or personal characteristic. This may be: • Direct discrimination • Indirect discrimination **Bullying** Bullying is repeated, unreasonable behaviour that creates a risk to health and safety. Examples include: • Intimidation, threats or abuse • Exclusion or isolation • Unreasonable work demands • Withholding information A single incident may still constitute unlawful behaviour depending on the circumstances.

Term	Details
	Sexual Harassment Sexual harassment is unwelcome conduct of a sexual nature that could reasonably make a person feel offended, humiliated or intimidated. It may include: • Unwelcome physical contact • Sexual jokes or comments • Requests for sexual favours • Sexually explicit communications A single incident is sufficient to constitute sexual harassment. **Victimisation** Victimisation occurs when a person is treated unfairly because they: • Make or intend to make a complaint • Support another person's complaint • Participate in an investigation IonicRE has zero tolerance for victimisation. **Workplace Conflict** Workplace conflict and differences of opinion do not necessarily constitute bullying. However, unresolved conflict may escalate into inappropriate behaviour and must be managed appropriately. **Confidentiality** All complaints and investigations will be handled confidentially. Unauthorised disclosure of information or gossip relating to complaints is prohibited and may result in disciplinary action.
Roles and Responsibilities	**Board** • Oversee DEI strategy and objectives • Monitor performance and reporting • Promote a culture of inclusion **Management** • Implement this Policy • Model appropriate behaviour • Address inappropriate conduct promptly • Ensure compliance with legal obligations **Employees and Workers** • Treat others with respect • Comply with this Policy • Report inappropriate behaviour • Maintain confidentiality
Recruitment and Selection	IonicRE is committed to fair, equitable and merit-based recruitment practices.

Term	Details
	We will: • Promote diverse candidate pools • Mitigate unconscious bias • Ensure fair and consistent selection processes
Training and Development	IonicRE supports career development for all employees by: • Providing equitable access to training • Supporting leadership development • Promoting inclusive workplace practices
Flexible Working Practices	IonicRE will, where reasonably practicable, provide flexible working arrangements to support employees' personal and caring responsibilities.
Career Progression and Succession	Decisions on promotion and succession are based on merit, performance, capability and potential. Processes will be fair, transparent and inclusive.
Reporting and Resolution	Employees are encouraged to report any discrimination, harassment, bullying or victimisation. Reports may be made to: • Managing Director / CEO • Executive Management • Through the Whistleblower Policy (where appropriate) All reports will be handled: • Promptly • Fairly • Confidentially Support will be provided to affected individuals.
Measurable Objectives and Accountability	The Board may set measurable diversity objectives, including gender and broader diversity targets. Progress will be: • Monitored regularly • Reported in corporate governance disclosures Diversity objectives may be incorporated into leadership KPIs and performance frameworks.
Monitoring and Review	IonicRE will: • Regularly review this Policy • Monitor workplace trends and data • Ensure ongoing compliance with legal requirements
Related Policies	• Code of Conduct • Whistleblower Policy • Document and Records Management Procedure