

27 August 2024

Diversity Policy

1. Policy Statement

Sunrise Energy Metals Limited (**Company** or **Sunrise Energy Metals**), the Board of Directors (**the Board**) and Executive Committee (**ExCo**) recognise that workplace diversity is a key driver to the overall success of our organisation, delivering improved organisational performance and an enhanced workplace culture. This policy outlines Sunrise Energy Metals' commitment to fostering a culture that embraces diversity and provides a respectful working environment.

2. Scope

This policy applies to all Sunrise Energy Metals employees and the Board, including contractors and consultants acting on behalf of the Company. It includes the recruitment and selection process, terms and conditions of employment, including pay, promotion and training.

Diversity at Sunrise Energy Metals refers to all characteristics that make individuals different from one another, including gender, marital or family status, ethnicity, cultural background, religion, language, sexual orientation, disability, age or any other area of potential difference.

3. Policy Content

3.1 Diversity Strategies

Sunrise Energy Metals commits to developing diversity through a range of strategies, including the following:

- The Board will set measurable objectives for achieving diversity in the composition of its Board, senior executives and workforce generally;
- Disclose in each annual reporting period those objectives, with an assessment by the Board of the Company's progress towards achieving those objectives;
- Provide a safe and respectful workplace - discrimination, harassment vilification, victimisation and bullying will not be tolerated;
- Create a culture that embraces diversity and understand that diverse workplaces drive better financial and cultural outcomes;

- Develop a culture that recognises employees at all levels have responsibilities outside of the workplace;
- Provide a flexible and family friendly working environment;
- Ensure meaningful and varied development opportunities are available to all employees to enhance employee retention, promotion of existing employees and development of the talent pipeline;
- Recruit from a diverse pool of applicants for all positions (including Board, senior management, professional and technical appointments) based on merit, skills, experience and qualifications;
- Identify and mitigate any biases preventing diversity success;
- Promote this policy and awareness of Sunrise Energy Metals' diversity objectives and initiatives.

3.2 Responsibility and Accountability

The Board is responsible for setting measurable diversity objectives and will review their effectiveness. The Board will also assess the Company's progress towards achieving the objectives as a key performance indicator (**KPI**) on its annual performance assessment.

The CEO of Sunrise Energy Metals is responsible to the Board for ensuring this policy is implemented.

All Sunrise Energy Metals leaders are responsible for understanding their role in promoting workplace diversity and to integrate the values of diversity through supporting the delivery of Sunrise Energy Metals' diversity initiatives.

All Sunrise Energy Metals' directors, officers, employees and contracting partners are responsible for supporting workplace diversity and ensure their behaviours are consistent with this policy.

This policy will be periodically reviewed by the Board to check that it is operating effectively and whether any changes are required to the policy.

4. Approved and Adopted

This policy was approved and adopted by the Board on 27 August 2024.