

Human Resources Policy

INTRODUCTION

Adriatic Metals is committed to building a working environment that is secure, fair and diverse and a culture that fosters leadership and allows every person to make a contribution and to realise their potential. Sound employment practices are crucial to the development of a workforce with the necessary skills and qualities to support a successful, ethical and responsible business. We do not engage in, or condone, any form of child, forced or compulsory labour at any of our sites. Our approach is guided by international labour standards, in particular the International Labour Organization's core labour standards.

PRINCIPLES

Adriatic Metals is committed to:

- complying with all applicable legal requirements and other rules, codes and standards to which we subscribe;
- upholding the fair treatment of employees including no unfair discrimination in our hiring processes, remuneration and career progression, regardless of age, gender, sexual orientation, ethnicity, nationality, religion or disability;
- ensuring our people are trained to work in an ethical, safe, healthy and environmentally responsible ways and investing in our employees by providing appropriate training and development opportunities;
- promoting an inclusive and ethical working culture, aligned with our core values of Community, Sustainability, Environment and People, where the value of diversity is recognised, including through reflecting in our workforce the communities and countries where we do business, and where all employees feel valued and encouraged to contribute to their full potential;
- engaging on a regular basis with recognised employee representatives;
- putting in place an accessible and transparent grievance mechanism for workers to raise concerns, and promptly addressing, without retribution and in a confidential manner, complaints made in good faith about behaviours that run contrary to the provision of our Code of Conduct; and

- respecting the principle of freedom of association and the right to collective bargaining, and taking a collaborative approach with stakeholders on employment-related matters with the aim of promoting dialogue and industrial harmony.

APPLICATION

Responsibility for the application of this Policy rests with, but is not limited to, all Company employees and contractors engaged in these activities under the Company's operational control.

Every employee shares a responsibility for compliance with this policy. The Company's managers are responsible for promoting and ensuring compliance with the Policy and any relevant business unit or departmental policies.

MONITORING AND REVIEW

The Board will monitor the content, effectiveness and implementation of this Human Resources Policy on a regular basis. There may also be independent reviews undertaken from time to time. Any findings, updates or improvements identified will be addressed as soon as possible.

Material breaches of this Human Resources Policy will be reported to the Company's Board of Directors (Board) and the ESG Committee of the Board.

Personnel are invited to comment on this Human Resources Policy and suggest ways in which it may be improved. Comments, suggestions and queries should be addressed to the Board.

Approved by the Company's Board of Directors on 6th November 2020.

Adopted by the Company on 9th November 2020