

Inclusion and Diversity Policy

Ordell Minerals Limited (“**Ordell**” or “**the Company**”) recognises that an inclusive, diverse and talented workforce is a competitive advantage and that the Company’s success is the result of the quality and skills of our people. Our policy is to recruit and manage on the basis of qualification for the position and performance, regardless of gender, age, nationality, race, religious beliefs, cultural background, sexuality or physical ability. It is essential that the Company employs the appropriate person for each job and that each person strives for a high level of performance.

To the extent practicable, the Company will consider the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations where appropriate to Ordell.

The Company’s strategies are to:

- recruit and manage on the basis of an individual’s competence, qualification and performance;
- create a culture that embraces inclusion, diversity and that rewards people to act in accordance with this policy;
- appreciate and respect the unique aspects that an individual brings to the workplace;
- foster an inclusive and supportive culture to enable people to develop to their full potential;
- identify factors to be taken into account in the employee selection process to ensure we have the right person for the right job;
- support inclusive workforce behaviours;
- take action to prevent and stop discrimination, bullying and harassment; and
- recognise that employees at all levels of the Company may have domestic responsibilities and as a result, the Company aims to adopt flexible working arrangements that will assist employees to meet those responsibilities.

The Board is accountable for ensuring this policy is effectively implemented. Each employee has a responsibility to ensure that these objectives are achieved.

The Board will monitor the content, effectiveness and implementation of this Policy on a regular basis. Any updates or improvements identified will be addressed as soon as possible.

Approved by: Board of Directors

Last Review: February 2025

Next Review: January 2027