

Inclusion & Diversity Policy

Delta Lithium Limited (Company), and its subsidiaries are committed to an inclusive and diverse workplace.

The Company recognises the benefits of employee and Board diversity. Inclusion and diversity promotes a safer and more productive workplace, with engaged employees that work together to share ideas and experiences that are valued by their peers.

OBJECTIVES

The Diversity Policy provides a framework for the Company to achieve:

- a workplace environment characterised by inclusive practices and behaviours for the benefit of all staff where discrimination, harassment, vilification will not be tolerated;
- enhanced recruitment practices whereby the best person for the job is employed leading to a diverse and skilled workforce;
- Improved employment, talent management and career development opportunities for all employees that contributes to the achievement of Company goals;
- Allowing a flexible workplace that supports our people to achieve the balance they may need at all life stages.

RESPONSIBILITIES

The Board is committed to workplace diversity and supports diverse representation at all levels of the Company including the Board and management.

The Board maintains oversight and responsibility for this Policy and commits to supporting the implementation of strategies to meet the Objectives. The Board will monitor and report on the progress of these objectives.

STRATEGIES

The Company's diversity strategies may include:

- Recruiting from a diverse pool of candidates for all positions;
- Promoting of the Company brand to become an employee of choice;
- Embedding flexible work arrangements for all employees;
- Progressive review of employee benefits and incentive schemes to attract and maintain employees and
- Supporting the development, training and career progression of all employees.

REPORTING

The Company will disclose, for each financial year:



- any Measurable Objectives set by the Board;
- progress against these Measurable Objectives; and either:
 - the respective proportions of men and women on the Board, in senior executive positions (including how the Company has defined “senior executive” for these purposes) and across the whole Company; or
 - if the entity is a “relevant employer” under the *Workplace Gender Equality Act 2012 (2018 Edition)*, the entity’s most recent “Gender Equality Indicators”, as defined in the Workplace Gender Equality Act.

Policy History:

Approval Date	September 2024
Frequency	2 years