



EMERALD

RESOURCES NL

ACN 009 795 046

DISCRIMINATION AND HARASSMENT POLICY

Emerald Resources NL (Emerald) is committed to establishing a workplace culture where all employees are treated fairly and with respect and dignity. Behaviours that are discriminatory, harassing or bullying in nature are unacceptable, destroy workplace harmony, and are distressing and harmful to individuals.

Emerald will support management and assist employees, contractors and visitors in identifying and dealing with adverse behaviour in our working environment.

Emerald encourages the behaviour required to maintain a workplace environment that is free from discrimination, harassment, bullying and violence and endorses our commitment by ensuring that:

- All employees are treated with respect;
- All employees develop an awareness about the impact of their behaviour on others;
- There is an agreement and acceptance of what is appropriate behaviour at work;
- Our workplaces are free from the misuse of power or authority; and
- No employee, contractor or visitor will be subjected to ridicule, discipline, alienation or any form of discriminatory behaviour as a result of reporting an adverse behaviour that is in breach of this policy.

Management will abide by relevant legislation as a minimum requirement and will strive to maintain a level of awareness on matters pertaining to discrimination and harassment, including the implementation and management of a grievance reporting mechanism.

Authorised on behalf of the Emerald Board of Directors.

Morgan Hart
Managing Director

Dated: 30 October 2025
Review Date: 30 October 2027

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