



EMERALD RESOURCES NL

ACN 009 795 046

DIVERSITY AND INCLUSION POLICY

Emerald Resources NL (Emerald or the Company) is committed to building and maintaining a workplace culture that embraces diversity, promotes equity and ensures inclusion. We believe that a diverse and inclusive workforce at all levels of the organisation enhances innovation, corporate performance, reputation and shareholder value.

This policy applies to all personnel including employees, contractors and visitors engaged in activities under Emerald's control across all locations.

To achieve our commitment, Emerald will::

- Recruit and retain people across all levels of the organisation based on merit, capability and performance while actively fostering diversity. Emerald does not discriminate on the basis of age, ethnicity, cultural or religious background, gender, gender identity, sexual orientation, nationality, physical or mental ability, or race;
- Promote gender equity and support increased representation of women and underrepresented groups in our operations, management and board roles;
- Support staff in their professional development and life balance, and career progression within the organisation through inclusive practices;
- Regularly review pay practices to identify and address any anomalies and any gender or diversity-related gaps;
- Build and maintain a diverse and inclusive workplace culture where differences are respected and where discrimination, harassment, or victimisation is not tolerated;
- Promote and consider diversity and inclusion in the composition of the Board, senior executives and the workforce generally, and report progress and effectiveness of initiatives at least annually in the Company's Corporate Governance Statement and Annual Report;
- Assign oversight of this policy to the Board and executive leadership, supported by relevant teams.

This policy will be reviewed periodically or as required to reflect changes in legislation and good practice. Updates will be approved by the Board.

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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