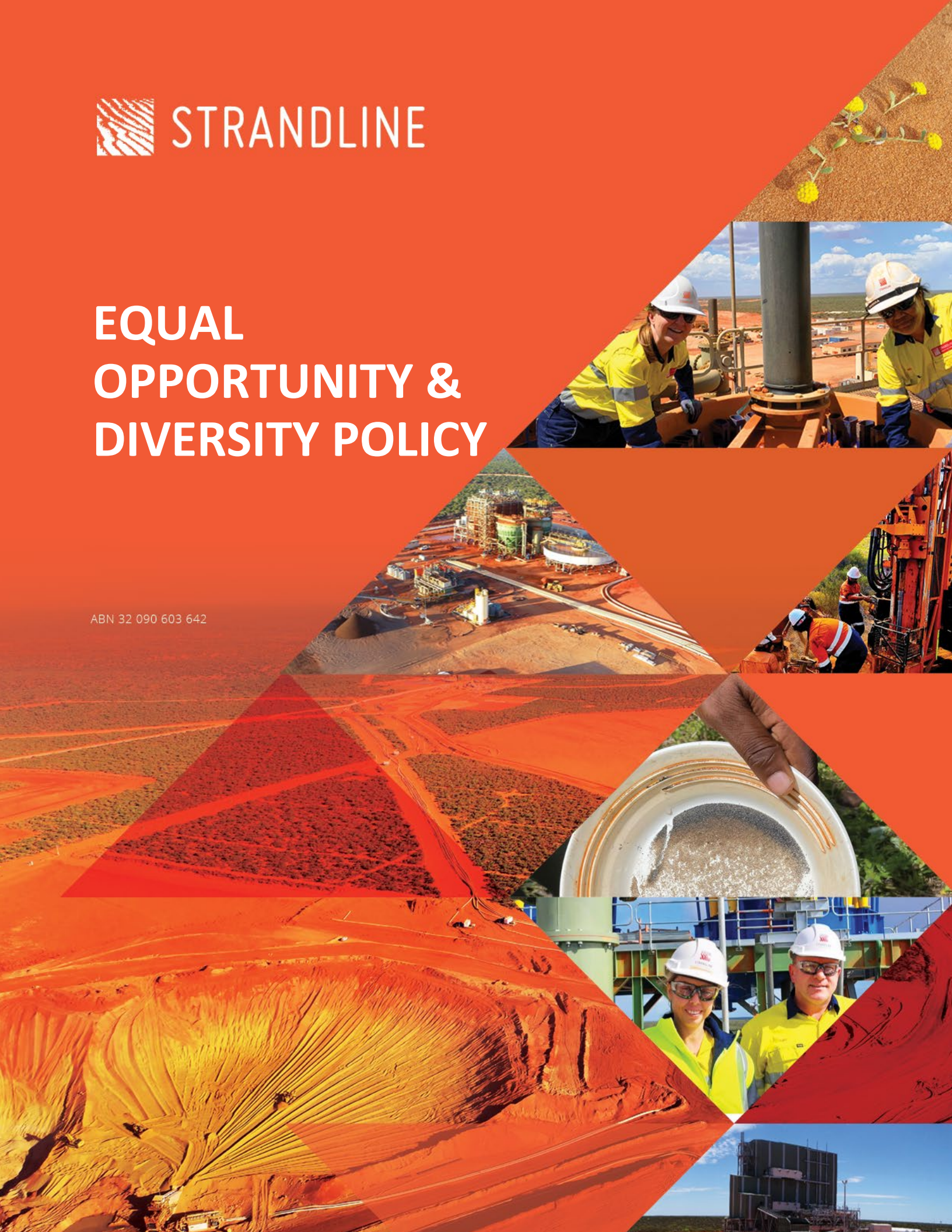




# EQUAL OPPORTUNITY & DIVERSITY POLICY

ABN 32 090 603 642



Strandline Resources Limited (“Company” or “Strandline”) is committed to providing an inclusive workplace and organisation culture that embraces diversity and supports equal opportunity and multicultural awareness.

The Company values diversity in all aspects of its business and is committed to creating a working environment that recognises and utilises the contribution of all of its employees. Strandline recognises that diversity in its business helps create sustainable shareholder value, provides a more dynamic and enjoyable work environment, and will often create new opportunities for the Company.

The Company’s purpose in establishing this Equal Employment Opportunity (“EEO”) and Diversity Policy is to document the principles and commitment in relation to EEO and diversity upon which the Company forms and implements its recruitment and retention strategies for Board, management and workforce roles.

The EEO and Diversity Policy is a commitment by the Company to actively seek to maintain a diverse workforce to create a workplace that is fair and inclusive, applies fair and equitable employment practices and provides a working environment that will allow all employees to reach their full potential.

It is Strandline’s intention that all matters related to employment and career development will be free from discriminatory practices by ensuring that selection for jobs and career progression will be determined by personal merit, competency, qualifications and ability to effectively perform the role. The Company will actively ensure equal opportunity in relation to:

- Gender
- Marital Status
- Sexual orientation
- Age
- Race/Cultural background
- Religious or political opinions
- Family responsibilities
- Disability

This policy applies to all Strandline employees, contractors and stakeholders. Each person has an obligation to support and respect equality, workplace diversity and ethical practices in their workplace.

The Board of Directors is responsible for the implementation and review of this Policy and monitoring performance of this Policy.

External communication in relation to this Policy will primarily be undertaken through the Company’s annual report.

This Policy (or a summary) will be published on the Company’s external website under Corporate Governance.

#### **Application**

The Managing Director is accountable to the Board of Directors for ensuring that this policy is implemented. This policy will be reviewed on a yearly basis.

This Policy applies to all staff, contractors and joint venturers engaged in activities under Strandline’s operational control.

<b>Approved by:</b>	Board of Directors	<b>Approval Date:</b>	5 September 2023
---------------------	--------------------	-----------------------	------------------