

Speak Up Policy

Last updated: 24 March 2022

Our Commitment

- ◆ Australian Strategic Materials (ASM) commits to supporting and encouraging any person with concerns about actual or suspected unethical, unlawful or other undesirable conduct at our company, to Speak Up and report their concerns.
- ◆ We encourage people to Speak Up, whether staff, contractors, suppliers, customers, or any other concerned party.
- ◆ We commit to providing a safe and supportive means for people to Speak Up.

Our Principles

We will:

- ◆ Provide people with various options to Speak Up (including anonymous Speak Up hotline).
- ◆ Train all personnel so they understand how and when to Speak Up, and how they will be supported and protected.
- ◆ Enforce the legal protections that people who Speak Up have under *The Corporations Act 2001* (Cth), *Taxation Administration Act 1953* (Cth) and other relevant Acts.
- ◆ Not tolerate retaliation or victimisation against anyone who decides to Speak Up.
- ◆ Conduct periodic assessments and audits of our business to detect potential misconduct and monitor compliance with this Policy.
- ◆ Track our effectiveness of this Policy, and continually improve our approach and report on progress.

For further guidance please see our **Speak Up Standard** available on the ASM website (asm-au.com)

Everyone's Responsibility

All Australian Strategic Materials' employees, contractors, suppliers, and customers are responsible for adhering to this policy.

Australian Strategic Materials will not allow any form of retaliation, discrimination, harassment, or intimidation against anyone who decides to Speak Up under this Policy, or on any other occasion when they feel it is necessary.

At Australian Strategic Materials we foster a culture of corporate compliance, ethical behaviour, and good corporate governance. This reflects our values of Integrity, Effectiveness, Sustainability, Professionalism, Transparency, Safety and Wellbeing.