

INCLUSION AND DIVERSITY POLICY

Approved by the Board of Directors effective 21 September 2023

1 PURPOSE

Lotus Resources Limited (the Company) and its subsidiaries are committed to providing an inclusive and diverse workplace where each of us contributes to our vision.

We recognise that an inclusive and diverse workforce is key to our aspiration of becoming a responsible uranium producer. We are committed to developing a workplace culture where people with diverse backgrounds, experiences and perspectives are respected and valued for their unique contributions.

The Company recognises that developing a diverse workforce is critical to building capability. It also values diversity and the benefits it brings to achieving our objectives, enhancing our reputation and attracting, engaging and retaining people.

The Company's commitment includes providing a workplace free of discrimination and unfair bias, where everyone has an opportunity and where each person is valued, respected, and supported for their different attributes, skills and experience.

Diversity may result from a range of factors, including place of origin, age, gender, cultural heritage, education, physical ability, appearance, language, religious beliefs and family responsibilities.

2 APPLICABILITY

This policy applies to:

- executive and non-executive directors;
- full-time, part-time and casual employees; and
- contractors, consultants, advisers and relevant suppliers.

3 RESPONSIBILITIES AND REVIEW

The Managing Director of the Company is accountable to the Board of Directors for ensuring this Policy is effectively implemented.

The Board will review this Policy periodically to ensure that it is current, and the requirements of this Policy meet standards for inclusion and diversity.

4 POLICY

The Company's inclusion and diversity objectives will be achieved by:

- (a) Striving to create a culture that fosters and empowers inclusion and diversity.
- (b) Recognise and celebrate our multicultural diversity and aspire to have our people reflect the communities we operate within.
- (c) Embracing inclusion and diversity in recruitment and promotion activities at all levels.
- (d) Value the skills, experiences and perspectives each employee brings to our workplace.
- (e) Creating an inclusive and safe workplace by taking action to prevent and stop discrimination, harassment and bullying.

5 OUR INCLUSION AND DIVERSITY PRINCIPLES

Each one of us has a responsibility to embrace inclusion and diversity and be respectful and fair in the way we work with our fellow employees, contractors, supplier, and the communities.

It is also the responsibility of employees to seek advice and report any discrimination and any breach of this standard.

In order to have a diverse and inclusive workplace, discrimination, harassment, vilification, and victimisation cannot and will not be tolerated.

An inclusive and diverse workplace includes:

- fostering an environment where all employees and contractors feel confident to contribute their ideas and perspectives in a manner that is genuine and authentic to their personal beliefs and attributes.
- an opportunity for every individual to excel regardless of their gender, gender identity, cultural background, age, sexual orientation, disability or ethnicity.
- having fair and equitable opportunities in employment throughout the term of the employment relationship, including recruitment, training, professional development, and promotion.
- not accepting behaviour that is unacceptable and contrary to this Policy and our Code of Conduct, such as discrimination and harassment.

The Company will put in place safeguards so that all individuals are treated with respect and that no person is discriminated against because of their race, gender, or any other characteristic.

Anyone who feels that they have been subject to behaviour that is inconsistent with this Policy should take action and Speak-Up.

Management is responsible for the implementation of our inclusion and diversity objectives and for providing visible leadership for this Policy.

Managers are required to promote a diverse workforce and make diversity evident at all levels of the business. Ensuring employment programs and practices include strategies to attract and retain people from diverse backgrounds into the workforce.

The Board is also responsible for establishing measurable objectives targeted at increasing the diversity of our workforce.

“Inclusion” refers to workplace practices that enable individuals to be included, engaged, and connected within workplace activities. It involves both the action of including people in opportunities and the outcomes of individuals feeling a sense of belonging to Lotus.

An inclusive workplace:

- *Values the diversity of its people, customers, and stakeholders.*
- *Upholds the right of individuals to be treated with respect and fairness whilst performing their work.*
- *Is fair and equitable.*
- *Is free of discrimination.*

“Diversity” encompasses acceptance, respect, and recognition of individual differences, such as gender, age, cultural background, religion, and sexual orientation, as well as differences in background and life experience, language, education, and interpersonal and problem-solving skills. Diversity can also be recognised by personal characteristics such as disability, medical condition, carers’ responsibilities, pregnancy or potential pregnancy and any other characteristic of an individual.