

RESPECTFUL WORKPLACE POLICY

Approved by the Board of Directors effective 21 September 2023

1 PURPOSE

Lotus Resources Limited (the Company) and its subsidiaries are committed to a workplace where employees treat each other with dignity, respect, and consideration at all times.

The Company has zero tolerance for behaviour that can be perceived as bullying, discrimination, harassment or retaliation, including behaviour, which is humiliating, intimidating or hostile, as well as any form of sexual harassment.

This Policy's objectives are to support a safe, inclusive and respectful workplace.

2 APPLICABILITY

This policy applies to:

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

3 RESPONSIBILITIES AND REVIEW

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

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

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

4 POLICY

The Company's respectful workplace objectives will be achieved by:

- (a) Never accepting any behaviour, that is unacceptable or contrary to our values, our Code of Conduct, or Policies. We do not tolerate any unacceptable behaviours, and we take action to address such behaviour if we are aware of it.
- (b) Maintaining a workplace free of bullying, discrimination, harassment, sexual harassment, and unacceptable conduct.
- (c) Being respectful of cultural differences.
- (d) Supporting those who may be affected and challenging those that may be engaging in conduct that breaches of this Policy.
- (e) Investigating any allegations confidentially and demonstrating sensitivity to those affected, and we will communicate outcomes in a timely and appropriate manner.
- (f) Maintaining a confidential avenue for our employees, contractors, or suppliers to 'Speak Up' against unacceptable behaviour.

5 OUR APPROACH TO A RESPECTFUL WORKPLACE

The Company has zero tolerance for workplace bullying, harassment, discrimination, and retaliation, including behaviours that include humiliating, intimidating or hostile, as well as any form of sexual harassment.

Unwelcome behaviours, such as those listed above, are not only unacceptable in our workplace, but they may also be against the law.

The Company will maintain standards to allow complaints of workplace bullying, harassment, discrimination, and retaliation to be dealt with and resolved without limiting any person's right to pursue the resolution of their complaint externally.

Each one of us is responsible for upholding our values and stopping behaviour that can be perceived as bullying, discrimination or harassment. The Company encourages you to speak up about any bullying, harassment or discrimination in the workplace.

This policy should be read in conjunction with **Our Code of Conduct** and Other Policies.

6 DEFINITIONS

"Harassment" is unwelcome conduct that a person would expect to offend, humiliate or intimidate based on discriminatory grounds.

"Bullying" is a repeated pattern of unreasonable behaviour that a person, having regard to all the circumstances, would expect to victimise, humiliate, undermine or threaten a person or group, and that creates a risk to health or safety of the person or group.

"Discrimination" is treating someone less favourably than others would be treated in the same or similar circumstances because of a discriminatory ground. Examples of discrimination include: HIV/AIDS, impairment, disability including physical, mental and intellectual disability, language, marital status, physical features; political belief, race (including colour, nationality, national extraction, descent, ethnic, ethno-religious, social origin or national origin).

"Sexual harassment" is any unwelcome conduct of a sexual nature where a person would feel uncomfortable, offended, humiliated or intimidated. This may include unwelcome sexual advances, making sexually suggestive comments or jokes, the use of explicit or implicit sexual overtones, requests for sexual favours and other verbal, written, emailed or physical conduct of a sexual nature.

"Retaliation" involves engaging in any adverse action against an employee because they raised a concern, opposed inappropriate workplace conduct or participated in an investigation. The adverse action need not be job-related or occur in the workplace to constitute unlawful retaliation.