

ACDC METALS LTD
ACN 654 049 699
(Company)

Statement of Values

(Approved by the Board on 26 September 2023)



1. Purpose

The Company is committed to adhering to a set of values and fundamental principles (**Statement of Values**)

This Statement of Values:

- (a) informs the Board, Senior Executives and all other employees on the required standards of behaviour;
- (b) defines the culture of the Company;
- (c) informs the Company's strategy; and
- (d) guides the Company's operational practices, including the way it interacts with its stakeholders, employees and suppliers.

2. Core Values

The core values and fundamental principles of the Company can be summarised as follows:

- (a) to protect the safety of our staff and contractors;
- (b) to respect others, both inside and outside of our workplace;
- (c) to promote diversity;
- (d) to protect the environment and communities in which we carry out our work;
- (e) to act fairly and ethically;
- (f) to be honest and transparent in our dealings; and
- (g) to maximise value for our Shareholders.

3. Implementation By Management

The Directors and the Senior Executives of the Company (**Key Management Personnel (KMP)**) are responsible for upholding the Company's commitment to the values set out in this Statement of Values.

In addition to keeping these values at the forefront of decision making and the setting strategic goals, KMP are required to ensure that these values are embedded in the culture and day to day operations of the Company.

The following key Corporate Governance documents that have been adopted by the Company are key to adhering to the values set out above:

- (a) Code of Conduct;
- (b) Audit and Risk Committee Charter;
- (c) Board Charter



- (d) Environmental, Social & Governance Committee Charter
- (e) Nominations Committee Charter;
- (f) Remuneration Committee Charter;
- (g) Anti-Bribery and Corruption Policy;
- (h) Delegation of Authority;
- (i) Disclosure Policy;
- (j) Diversity Policy;
- (k) Environmental, Social & Governance Policy;
- (l) Indigenous Engagement Policy;
- (m) Performance Evaluation Policy;
- (n) Risk Management Policy;
- (o) Securities Dealing Policy;
- (p) Whistleblower Policy; and
- (q) Shareholder Communication Strategy.

The Board must periodically review and evaluate the above key policies to ensure that they continue to adequately uphold and reflect the core values of the Company.

The Board, together with the Senior Executives, must ensure that all employees receive appropriate training on how the Company's values are to be upheld. The Senior Executives must strive to continuously reinforce these values in their interactions with staff, suppliers and stakeholders.

The Board is responsible for ensuring that Senior Executives are effectively upholding the Company's core values in the manner set out in this Statement of Values and in accordance with the key policies.: