

Supplier Code of Conduct

Iwatani Australia and its subsidiaries, known as Doral, is committed to maintaining its business relationships in a manner consistent with our core purpose and values, as well as our legal and contractual obligations.

This Supplier Code of Conduct describes the business relationship and expected behaviours we seek to have with our suppliers. We seek to work with suppliers that work consistently with this Code of Conduct and who demonstrate similar values to Doral, both in their dealings with us, and also in their dealings with others.

In this Supplier Code of Conduct, 'supplier' means suppliers, contractors and their respective personnel; 'we' and 'our' mean Doral and its controlled entities and 'you' and 'your' mean our suppliers. We expect that our suppliers communicate and, to the extent possible, apply the principles of this Code to their supply chains.

We may assess our suppliers and related supply chains' compliance to this Code of Conduct from time to time by requesting the completion of questionnaires or request further information as required. We may cease or choose not to work with any suppliers who do not comply with this Code.

As a mining and processing company, we work to our values of Safety, Integrity, Sustainability and Collaboration every day and uphold our commitments made to our people, communities, Government and customers. As you are a supplier to our business, you also play a pivotal role in upholding our values and working with us to ensure we conduct our business in a respectful and transparent manner.

Core Purpose: To enrich our stakeholders by adding value to natural resources in sustainable and innovate ways

Our Values:

Safety: Take responsibility for a safe and healthy culture

Integrity: Communicate and act openly, honestly and with integrity
Value each other and treat people with respect and courtesy

Sustainable: Act in a socially and environmentally responsible manner

Collaboration: Foster an enjoyable work environment
Encourage people to achieve their potential and recognise success
Be positive and proactive

Health, Safety, Environment and Quality

We require you to make a positive contribution towards our activities and conduct business in line with the Doral values and relevant Group Policies and Procedures.

We require a culture that delivers a sustainable, healthy, safe, environmentally appropriate, and productive work environment. You must perform your work in a manner which does not compromise this, or compromise your own health and safety, or that of others.

You must understand the health, safety, environmental and quality risks that may arise in your work and have the right designs, plans, systems, actions and people in place to manage them effectively. You must comply at all times with your obligations under your contract with us and as required by applicable laws. We expect you to carry out your work in a way that does not adversely impact our licence to operate and continually seek ways to minimise any environmental impact across our operations and supply chain.

Respect for People

We require our suppliers to treat everyone with respect and without discrimination. We expect you to take action to prevent and stop discrimination, bullying and any form of harassment.

Communities

We aim to build lasting and positive relationships with the communities in which we operate, and to demonstrate respect for the cultures and values of our host communities. We value suppliers who promote local job creation, promote local procurement and support the social and economic development of our host communities. You must demonstrate respect for cultural heritage sites, values and traditions of the host communities in which you work.

Human Rights

Doral is committed to conducting business in a way that respects the human rights of all people. We do not tolerate the occurrence of forced labour, child labour or human trafficking in our operations or supply chain.

We expect you to take all reasonable steps to identify, prevent and manage human rights impacts in your operations, controlled entities and supply chain and report any incidents to Doral. We expect you to comply with all applicable laws, regulations and contract requirements and ensure that fair remuneration and safe working conditions, free from discrimination and harassment, are provided for all workers.

Compliance and Business Ethics

Doral is committed to conducting its business activities with integrity. We do not seek competitive advantage through illegal or unethical business practices or conduct which could be perceived as such. We prohibit bribery and corruption in any form, whether direct or indirect, whether in the public sector or the private sector, anywhere in the world.

You must comply with all applicable anti-bribery and anti-corruption laws.

You must refrain from giving to or receiving from Doral employees or directors any gift, entertainment or other personal favour or assistance of a nature or value which exceeds common business courtesy (including any commissions, fees or rebates).

You must have in place effective procedures (including recording and reporting processes) to ensure that bribes, facilitation payments and inappropriate inducements are not requested, accepted, offered or given.

Avoiding Conflicts of Interest

We require you to avoid all conflicts of interest that may arise in the performance of work for us and in your related business decisions.

Should you find yourself in a situation where there is, or there may be perceived to be, a conflict between your obligations to Doral and your obligations to another party, you must declare it to Doral and where appropriate seek Doral's consent before proceeding.

Protecting confidential information and respecting privacy

You must respect and maintain the confidentiality of our information. You must not allow our information to be used or disclosed, except to the extent authorised in your contract with us.

You must report to us any unauthorised use or disclosure of Doral confidential or proprietary information, including where you have been given access to Doral information in error, as soon as reasonably practicable. You must respect and comply with applicable privacy laws. Further information on Doral's Privacy Policy can be found at <https://www.doral.com.au/corporate-governance>

Contravention of this Supplier Code of Business Conduct

If you are aware, or suspect that one of our employees, suppliers or subcontractors is acting inappropriately, you must inform your Doral representative, or you can anonymously contact the Company's CFO per the Whistleblower Policy, found at <https://www.doral.com.au/corporate-governance>

Accountability

Managers are responsible for promoting and applying this Code of Conduct. Responsibility for the effective application of this policy rests with all Iwatani Australia and Doral employees and contractors. Suspected or actual breaches of this Policy should be reported to your direct Manager, CFO or the Managing Director.

Kan Ueda

Managing Director