

## BULLYING, HARASSMENT AND ANTI-DISCRIMINATION POLICY

Cannon Resources (CNR) is committed to ensuring the working environment is free from all forms of bullying, harassment, and discrimination.

CNR shall not tolerate under any circumstances where employees are made to feel intimidated, insulted or humiliated because of their age, race, colour, sex, nationality or ethnic origin, religion, disability, sexual preference or any other characteristic specified under anti-discrimination or human rights legislation.

CNR shall also ensure that individuals or groups of employees are not treated less favourably than others because of their age, race, colour, sex, nationality or ethnic origin, marital status, union activity, religion, disability, sexual preference or any other characteristic specified under anti-discrimination or human rights legislation.

Every CNR worker has a responsibility to prevent and report workplace bullying, harassment, and discrimination even if they are not directly affected.

This can be achieved by refraining from and/or reporting instances such as, but not limited to:

- Asking intrusive questions about someone's personal life including sexual preference or activity.
- Making derogatory comments or taunts about someone's race, religion or any other characteristic specified under anti-discrimination or human rights legislation.
- Displaying offensive or pornographic posters or screen savers.
- Sending explicit or sexually suggestive e-mails or messages.
- Yelling, screaming or offensive language.
- Excluding or isolating employees.
- Physical or verbal abuse.
- Giving employees impossible jobs.
- Deliberately withholding information vital for effective work performance.
- Psychological harassment.

CNR undertakes to treat all reports of bullying, harassment, and discrimination seriously and sympathetically with the investigation of any reports conducted meticulously and confidentially with a non-retaliation process for reporting made in good faith.

Where it is proven that bullying, harassment or discrimination against an employee has occurred, disciplinary action shall be taken. Where an incident is deemed to be unlawful it shall be the choice of the individual as to whether the matter is taken further.

Chris O'Brien  
Vice President & Project Director  
Cannon Resources Pty Ltd



Date: 16/04/2025

| Document Number: [POL – HR – CNR – 0003] |               |          |             |               |                    |
|------------------------------------------|---------------|----------|-------------|---------------|--------------------|
| Version                                  | Creation Date | Author   | Approved By | Approved Date | Change Description |
| V1                                       | Nov 2024      | R Sumner | C O'Brien   | 16/04/2025    |                    |
|                                          |               |          |             |               |                    |