

DIVERSITY, EQUITY AND INCLUSION POLICY

Cannon Resources (CNR) is committed to building and maintaining a diverse and inclusive organisation at all levels, regardless of gender, marital or family status, sexual orientation, gender identity, age, disability, ethnicity, religious beliefs, cultural background, socio-economic background, perspective or experience.

Diversity benefits for CNR include employee selection from a broader pool of high-quality candidates, improving employee motivation and retention, improving workplace culture and conditions, accessing different perspectives and ideas, all of which create sustainable shareholder value.

CNR acknowledges that to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

CNR's diversity strategies include:

- Recruiting from a diverse pool of candidates for all positions, including senior management and Board, with a criterion to guard against conscious or unconscious biases that might discriminate against a candidate.
- Adoption of flexible work practices, for all employees, that assists and supports them to meet their domestic responsibilities.
- Flexible leave arrangements for culturally significant occurrences.
- Implementation of programs that will support in the career development of employees,
- Develop and implement systems that provide opportunities for employees on extended parental leave to maintain their connection with CNR.
- Creating a culture of inclusion where diverse workers feel supported.
- Examining opportunities for flexible working arrangement that support inclusion and diversity.
- Any other strategies the Board or Senior Management develops from time to time.

The Policy will be reviewed to check that it is operating effectively and whether any changes are required to improve or create different opportunities.

CNR's Board and Senior Management Team are committed to ensuring that appropriate and relevant management strategies are implemented to meet the commitments to inclusion and diversity outlined and will not tolerate discrimination that doesn't support this policy.

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



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