

IONEER

# Employment Relationship Policy

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## 1 PURPOSE

The purpose of the Employment Relationship Policy is to describe the basics of the employment relationship between an employee and the Company. Ioneer is committed to entering into employment relationships where the terms of employment are clearly understood by both the employee and the Company, including an employee's ability to leave the Company's employment and alternatively the Company's ability to discontinue an employee's employment.

## 2 DEFINITIONS

The Company refers to Ioneer Limited and its subsidiaries.

At-will employment is a US employment law doctrine, followed in most States, generally described as follows: "any hiring is presumed to be 'at will'; that is, the employer is free to discharge individuals 'for good cause, or bad cause, or no cause at all,' and the employee is equally free to resign, or otherwise cease work."

Due process is an investigation or review performed to understand facts or details and understand the matter under consideration thoroughly before taking action.

An employment contract is a legally binding agreement between an employer and employee used to define the terms of the working relationship.

## 3 SCOPE

This policy applies to US and non-US based individuals who are made offers of employment or who are employed by the Company. This policy does not apply to; executive employees where employment contracts describing the terms between the Officer and the Company or independent contractors who enter into individual contractual commercial agreements with the Company.

## 4 STANDARD (WHAT, WHEN, WHY, HOW)

## **4.1 OFFERS OF EMPLOYMENT**

The Company adheres strictly to the standard that terms of employment provided for consideration to an individual, whether made in the form of an employment contract or as a non-contractual offer of employment, as is typical in the United States (US), will be made in the native language of the potential employee or in a language for which she or he is fluent.

## **4.2 RELATIONSHIP DURING IONEER EMPLOYMENT**

Ioneer is committed to treating its employees with respect and dignity and is committed to providing desirable and safe working conditions as well as competitive mining industry compensation and benefits. Ioneer understands that at times employees will have concerns and suggestions for improvements. Ioneer believes that a direct personal relationship between the Company employees and their supervisors is the best environment for achievement of individual and company goals. The company encourages its employees to voice their opinions and raise concerns through various avenues. The company listens to employees and takes their comments seriously.

In accordance with the United Nations Sustainable Development Goals and Towards Sustainable Mining Initiative for Preventing Child and Forced Labor, Ioneer promotes and protects the rights of workers. Ioneer recognizes the right employees have to ask questions on their own behalf or on behalf of others concerning wages, benefits, hours of work and conditions of employment. Employee's also have the right to seek representation by a third party and be represented by a third party or act collectively to discuss or negotiate subjects such as wages, benefits, hours and other terms and conditions of employment. Employees who make an inquiry or grievance in good faith or who seek third party representation will not be subject to retaliation. Ioneer respects these employee rights and will comply with any applicable laws concerning representation and collective bargaining.

## **4.3 TERMINATING THE EMPLOYMENT RELATIONSHIP**

### **4.3.1 US BASED EMPLOYEES**

For US based employees the employment relationship for individuals employed by the Company is considered to be "at-will," except for those employees covered by Executive employment contracts.

This means that an employee may terminate his/her employment at any time with or without notice or cause. This also means, that the Company may terminate an individual's employment at any time with or without notice or cause in its' sole discretion. While the Company generally adheres to; progressive discipline practices and performance improvement processes to address unsatisfactory job performance and will utilize due process in employment termination decisions, it is not bound or obligated to always do so. As an at-will employee, an individual is not guaranteed, in any manner, to be employed for any set period of time.

### **4.3.2 EMPLOYEES OUTSIDE THE US**

Individuals employed by the Company outside the US often enter contractual employment relationships. If this is the case, the Company strictly adheres to the contractual provisions that allow an individual non-executive employee to terminate the employment contract and thus the employment relationship with no longer than ninety days of notice. Conversely, if the Company desires to terminate an individual's employment contract it will strictly adhere to obligations set forth in the individual's employment contract that describes the terms of termination (e.g. notice, severance, etc.).

## **5 ENVIRONMENTAL, SOCIAL AND GOVERNANCE CONSIDERATIONS**

It's intended that this policy meets ESG standards prohibiting forced and child labor that adhere to TSM Protocols.

## **6 APPENDIX**