

IONEER

# Equal Employment Opportunity & Employment of Child Labor

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## 1 PURPOSE

Ioneer provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, colour, religion, sex, sexual orientation, gender identity, pregnancy, national origin, age, disability, genetic information, marital status, veteran status or any other basis protected by regulation where the Company operates. The policy also provides guidelines on recruiting and employment practices. Equal Employment Opportunity is a fundamental principle and aligns with several elements of our people pledge:

- We invest in diversity and use it as a strategic advantage.
- We build belonging by making people feel heard.
- We treat everyone in our global community with respect and dignity.
- We are supportive and inclusive to all ioneer collaborators.
- We create an environment where everyone can thrive.

### 1.1 EEO COMPLIANCE

The Company utilizes non-discriminatory employment procedures and practices in all locations where it operates in compliance with local laws and regulations. This policy applies to all terms and conditions of employment, including hiring, training and development, promotion, demotion, transfer, job assignment, termination, leaves of absence, compensation and benefits.

In this regard ioneer supervisors will ensure that HR processes used, and decisions made, will be unbiased and will be based upon identified job requirements and an individual's assessed qualifications.

### 1.2 GOVERNANCE AND ACCOUNTABILITY

Human Resources (HR) has overall responsibility for maintaining this policy including updates, reporting, monitoring procedures and training. Employee questions or concerns can be referred to Human Resources or reported under the Whistleblower Policy.

It is the responsibility of every employee to conscientiously follow this policy. In their role as leaders, supervisors are expected ensure that unbiased and non-discriminatory decisions and actions are being carried-out in their areas of responsibility. Any employee found to be knowingly violating this policy will be subject to disciplinary action, up to and including discharge.

## **2 DEFINITIONS**

The Company includes ioneer Limited and its' subsidiaries.

## **3 SCOPE**

This policy is applicable to employees of ioneer.

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

### **4.1 RECRUITMENT AND SELECTION PROCESS FOR JOB OPENINGS**

Transparent recruitment and selection practices will be utilized. The following recruitment and selection processes are followed:

- Identification of the need for a job opening and obtaining approval.
- Reviewing the job requirements and updating the job description, if necessary.
- Decision to recruit externally, internally or both. The preference of the company is to advertise roles internally, or both externally and internally simultaneously. Even when a role is posted only externally, employees who feel they are qualified for the role are encouraged to apply.
- Assessing candidates' resume/application qualifications against job requirements, for the purpose of shortlisting candidates.
- Interviewing candidates for the purpose of better understanding candidate qualifications compared to job requirements.
- Making job offers.
- Administering pre-employment screens.

#### **Assessment and Selection Panels**

It is the view of the Company that enhanced selection decisions are achieved when a panel of diverse employees, who understand the requirements of a role, work together through the recruiting, assessment and selection steps. Panels will always include one or more supervisory employees but will also frequently include non-supervisory individuals. Panels may be required to review their assessment results and selection proposals with more senior leaders before job offers are extended.

#### **Employee Referrals**

Employees are welcome to refer quality candidates and will be eligible for a referral bonus upon successful hiring in accordance with the Employee Referral Policy.

## 5 EMPLOYMENT OF CHILD LABOR

This policy is designed to protect the educational opportunities of minors and prohibit their employment in jobs and under conditions detrimental to their health or well-being. The provisions include restrictions on hours of work for minors under 16 and of working in occupations declared by the US Secretary of Labor to be too dangerous for minors to perform.

Regulations governing youth employment in non-farm jobs differ somewhat from those pertaining to agricultural employment. In non-farm work, the permissible jobs and hours of work, by age, are as follows:

- Youth 18 or older may perform any job, whether hazardous or not.
- Youth 16 and 17 years old may perform nonhazardous jobs.
- Youths 14 and 15 years old may work outside school hours in various nonhazardous jobs under the following conditions: no more than 3 hours on a school day, 18 hours in a school week, 8 hours on a non-school day, or 40 hours in a non-school week. Also, work may not begin before 7 a.m., nor end after 7 p.m., except from June 1 through Labor Day, when evening hours are extended to 9 p.m. Under a special provision, youths 14 and 15 years old enrolled in an approved Work Experience and Career Exploration Program (WECEP) may be employed for up to 23 hours in school weeks and 3 hours on school days (including during school hours).

The above requirements comply with US labor regulations and also meet international Child Labor law standards. For operations outside the US, ioneer commits to meeting international standards as well as regulations in non-US locations.

## 6 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE CONSIDERATIONS

Ethical practices are important as part of ESG and it is important for the Company to ensure that all practices and processes are being followed in letter and spirit.

## 7 APPENDIX

- Note: various forms and materials will be added as ioneer HR processes mature.