

IONEER

# Harassment in the Workplace Policy

Document number: HR-POL-2023-100002

Revision: 0

REV	PREPARED	REVIEWED	APPROVED	DATE	DESCRIPTION
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Document Information			
Originating Department:		Applicable Departments:	
Review Frequency:		Task Training Required (500-23):	
Reference Documents:			
Document Title:		Document #	
Applicable Policies & Regulations:			
Title:		Description:	

## 1 PURPOSE

Ioneer is committed to fostering a harassment-free workplace where all employees are treated with respect and dignity and feel valued. Ioneer has a zero-tolerance policy for any form of harassment whether sexual or discriminatory in the workplace. The Company treats all incidents seriously and promptly investigates allegations of harassment. We embrace one another, do what’s right, and move forward together. Harassment will not be a part of how we interact with each other at Ioneer.

The purpose of this policy is to lay down rules and procedures for ensuring a work environment free from hostilities and harassment for any reason, for all individuals working at an Ioneer location. This policy is aligned with Ioneer’s fundamental values, and ensures that we maintain a safe, secure, and healthy work environment.

### 1.1 HARASSMENT

The Company strictly prohibits verbal, physical or other conduct that denigrates or shows hostility or aversion towards an employee, volunteer, client, contractor, or visitor because of an individual characteristic such as race, colour, sex, gender identity, religion, sexual orientation, age, national origin, pregnancy, disability, veteran status or another characteristic that may be legally protected. Regardless of whether an individual characteristic is legally protected, Ioneer strictly prohibits behaviors that are harassing.

Depending on the circumstances, the following conduct may constitute discriminatory harassment:

- epithets, slurs, negative stereotyping, jokes, or threatening, intimidating, or hostile acts that relate to race, colour, gender, religion, sexual orientation, age, national origin, or disability; and
- written or graphic material that denigrates or shows hostility toward an individual or group because of race, colour, gender, religion, sexual orientation, age, national origin, or disability and that is circulated in the workplace, or placed anywhere in the Company’s premises such as on an employee’s desk or workspace or on the Company’s equipment or bulletin boards.

## 1.2 SEXUAL HARASSMENT

It is the policy of the Company to strictly prohibit any conduct that constitutes sexual harassment by an employee, contractor, client, or other individual working at a Company facility. Acts of sexual harassment by employees, supervisors and any other individuals working at or visiting a Company facility, are subject to disciplinary measures up to and including discharge in the case of Company employees and other sanctions in the case of non-employees. Harassment generally occurs when words or actions create an intimidating, hostile, or offensive work environment. Examples are provided below.

- Explicitly or implicitly suggesting sex in return for hiring, compensation, promotion, or retention decision.
- Verbal or written sexually suggestive or obscene comments, jokes, internet sites, emails, or propositions.
- Unwanted physical contact, such as touching, grabbing, or pinching.
- Displaying sexually suggestive objects, pictures, or magazines.
- Continual expression of sexual or social interest after an indication that such interest is not desired.
- Conduct with sexual implications when such conduct interferes with the employee's work performance or creates an intimidating work environment.
- Suggesting or implying that failure to accept a request for a date or sex would adversely affect the employee in respect to a performance evaluation or promotion.

## 2 DEFINITIONS

**The Company** includes Ioneer Limited and its' subsidiaries.

**Accused:** An employee against whom a complaint has been made under this policy.

**Complainant:** An employee who has made a complaint on being aggrieved by an act of harassment.

**Harassment:** Harassment involves but is not limited to the following:

- Offending or humiliating someone physically or verbally.
- Threatening, bullying, intimidating someone; or purposefully ostracizing an individual.
- Making unwelcoming jokes or comments about someone's race, national or ethnic origin, color, religion, age, sex, marital status, family status, disability, or pardoned conviction.

**Sexual Harassment:** Sexual harassment involves but is not limited to the following:

- Offending or humiliating behaviour that is related to a person's sex.
- Whistling or staring.
- Sending sexually explicit messages (by phone, email or any other medium of communication including social media as well).
- Repeated and unwanted social invitations for dates or physical intimacy.
- Behaviour of a sexual nature that creates an intimidating, unwelcoming, hostile or offensive work environment; or

- Behaviour of a sexual nature that could reasonably be thought to put sexual conditions on a person's job or employment opportunities.

### **3 SCOPE**

This policy applies to all personnel working at or visiting a Company facility or an employee working at another company's facility.

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

### **4.1 COMPLAINT PROCEDURE**

Aligned with our value of "We listen to unlock", we ensure that if an employee or non-employee believes he or she is being, or has been, harassed in any way or has witnessed any incident of harassment, then the facts of the incident or incidents should be reported to Human Resources or lodged as a complaint under the Whistle-blower Policy.

The Company takes complaints of harassment and hostile work environments seriously. Complaints of alleged harassment will be investigated. The investigation will take into consideration the totality of the circumstances, the nature of the conduct, and the context in which the alleged incident occurred, and will endeavour to handle these matters expeditiously in a professional manner to protect the complainant.

### **4.1 GOVERNANCE AND ACCOUNTABILITY**

Human Resources (HR) has overall responsibility for maintaining this policy including updates, reporting, monitoring procedures and training.

It is the responsibility of every individual covered by this policy to conscientiously follow the policy and report potential violations as noted above. In their role as leaders, supervisors are expected to ensure that employees under their supervision exhibit constructive team-oriented behaviors of inclusiveness and behaviors and actions that may be viewed as harassing or creating a hostile work environment are reported to Human Resources and addressed proactively with HR support.

Any employee or non-employee found to be violating this policy will be subject to disciplinary action, up to and including discharge or other sanctions in the case of non-employees. Behaviors and/or actions determined to constitute unlawful harassment will only serve to heighten disciplinary actions or sanctions for non-employees. In some cases, the company may seek legal prosecution.

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

This policy is intended to provide an emotionally and psychologically safe work environment where employees, contractors and others can work in a constructive, productive team environment creating a workplace where individuals can thrive.

## **6 APPENDIX**

- Harassment Complaint Form