

AEON METALS LIMITED

DIVERSITY POLICY

Consistent with maintaining an equal opportunity workplace, Aeon Metals Limited ("the Company") is committed to fostering and promoting diversity in the composition of its management and employees across all its operations. Diversity encompasses not only gender but, cultural background, ethnicity, age, educational background and family situation.

The Company believes that this policy is expected of it by its stakeholders, particularly the communities involved in its operations. In addition, such a policy strengthens the attractiveness of the Company as an employer and should assist in fostering innovation and new and efficient ways of doing business.

The nature and location of many of the employment opportunities in the Company to some extent constrain achievement of diversity but, to the extent practicable, the Company will seek to pursue policies which are family friendly and thereby assist in providing opportunities for those with parental or carer responsibilities.

Given the relatively small size of the Company's current operations and the difficulties in framing measurable objectives for the fostering of diversity, diversity performance is not currently included in any key performance indicators for the Board or management. However, the Company will report annually on the proportion of women employed by (or consultants to) the Company.