

Anti-Bribery & Anti-Corruption Policy

NORTHAM RESOURCES LTD
ACN 619 335 321

Approved by Board	
Approved on	14/07/2022
Next Review Date	14/07/2023

1. Background

The Company is committed to conducting all of its business activities fairly, honestly, with integrity, and in compliance with all applicable laws, rules, and regulations. Its board of directors (**Board**), management and employees are dedicated to high ethical standards and recognise and support the Company's commitment to compliance with these standards.

In particular, the Company is committed to preventing any form of Corruption and Bribery and to upholding all laws relevant to these issues, including the Anti-Corruption Legislation. In order to support this commitment, the Company has adopted this Anti-Bribery and Anti-Corruption Policy (**ABC Policy**) to ensure that it has effective procedures in place to prevent Corruption and Bribery.

This ABC Policy applies globally. To the extent that local laws, codes of conduct or other regulations (**Local Laws**) in any countries are more rigorous or restrictive than this ABC Policy, those Local Laws should be followed by any subsidiary operating in that country. Where a country has specific bribery and corruption Local Laws which are less rigorous than this ABC Policy, this ABC Policy prevails. The Company may, from time to time, provide country-specific directions for subsidiaries operating in countries outside of Australia.

This ABC Policy sets out the Company's requirements in relation to interactions with Officials and Third Parties. This ABC Policy does not prohibit interactions with Officials, rather it forbids corrupt interactions with those individuals.

2. Definitions

In this ABC Policy the following words or phrases mean the following:

Anti-Corruption Legislation includes many laws such as the *Criminal Code Act 1995* (Cth) and all other legislation that applies to the Company, regardless of jurisdiction.

Bribery is the act of offering, promising, giving or accepting a benefit with the intention of influencing a person to do or omit to do anything in the performance of their role or function, in order to improperly obtain or retain a benefit or business advantage that is not legitimately due (whether in respect of an interaction with an Official or any commercial transaction in the private sector).

Business Associates means third party companies and individuals (such as joint venture partners, consultants, and agents) acting on the Company's behalf, whether directly or indirectly, by representing the Company's interests to foreign governments in relation to international business development or retention of business opportunities.

Company means Northam Resources Limited (ACN 619 335 321) and its subsidiaries (if any).

Corruption is the abuse of entrusted power for private gain.

Facilitation Payment means payments of nominal amounts or other inducement made to persons in order to secure or expedite the performance of a Government Official's routine governmental duties or actions.

Gifts, Entertainment and Hospitality includes the receipt or offer of presents, meals or tokens of appreciation and gratitude or invitations to events, functions, or other social gatherings, in connection with matters related to the Company's business unless they:

- a. fall within reasonable bounds of value and occurrence;
- b. do not influence, or are not perceived to influence, objective business judgement; and
- c. are not prohibited or limited by applicable laws or applicable industry codes.

Government Official means:

- a. any politician, political party, party official or candidate of political office;
- b. any official or employee of a domestic or foreign government (whether national, state/provincial, or local) or agency, department, or instrumentality of any domestic or foreign government or any government-owned or controlled entity (including state-owned enterprises);
- c. any official or employee of any public international organisation;
- d. any person acting in a private or public official function or capacity for such domestic or foreign government, agency, instrumentality, entity, or organisation;
- e. any person who holds or performs the duties of any appointment created by custom or convention or who otherwise acts in an official capacity (including, some indigenous or tribal leaders who are authorised and empowered to act on behalf of the relevant group of indigenous peoples and members of royal families); or
- f. any person who holds themselves out to be an authorised intermediary of a government official.

Item of Value includes, amongst other things, cash, travel, meals, Gifts, Entertainment and Hospitality, other tangible or intangible benefits or anything of value.

Money-laundering means the process by which a person or entity conceals the existence of an illegal source of income and then disguises that income to make it appear legitimate.

Official means a Government Official, political party, official or officer of a political party or candidate for political office.

Personnel means all persons acting (whether authorised or unauthorised) on behalf of the Company at all levels, including officers, directors, temporary staff, contractors, consultants, and employees of the Company.

Secret Commissions means offering or giving a commission to an agent or representative of another person that is not disclosed by that agent or representative to their principal to induce or influence the conduct of the principal's business.

Secure an improper advantage includes obtaining any commercial or financial benefit.

Third Party means any individual or organisation other than Officials, with whom Personnel come into contact during the course of their employment or business relationships associated with the Company.

3. Purpose

The purpose of this ABC Policy is to:

- a. set out the responsibilities of the Company and its management and Personnel in upholding the Company's commitment to preventing any form of Bribery or Corruption; and
- b. provide information and guidance to Personnel on how to recognise and deal with any potential Bribery and Corruption issues.

4. Scope and Authority

The Company requires all Personnel to comply with this ABC Policy as well as the Anti- Corruption Legislation. The prevention, detection and reporting of Bribery and other forms of Corruption are the responsibility of all those working for the Company or under its control.

This ABC Policy applies to all Personnel, including directors, temporary staff and contractors, and Business Associates of the Company.

This ABC Policy supplements and does not replace the Code of Conduct applicable to the Company and any of its subsidiaries.

5. Responsibility for Policy Compliance and Training

- a. The Company's Board is responsible for the overall administration of this ABC Policy. The Board will monitor the implementation of this ABC Policy and will review on an ongoing basis the ABC Policy's suitability and effectiveness. Internal control systems and procedures will be audited regularly to ensure that they are effective in minimising the risk of non-compliance with this ABC Policy.
- b. A copy of this ABC Policy will be made available to all Personnel.
- c. All Personnel are required to understand and comply with this ABC Policy and to follow the reporting requirements set out in this ABC Policy. To this end, regular and appropriate training on how to recognise and deal with Bribery and how to comply with this ABC Policy will be provided to all senior managers and other relevant Personnel by the Board. However, it is the responsibility of all Personnel to ensure that they read, understand, and comply with this ABC Policy.
- d. All Business Associates are required to be made aware of this ABC Policy and to undertake to comply with this ABC Policy in relation to any of their dealings with, for or on behalf of the Company.
- e. The prevention, detection and reporting of Bribery and other improper conduct addressed by this ABC Policy are the responsibility of all those working for or engaged by the Company. All Personnel should be vigilant and immediately report any breaches or suspicious activity to the officer responsible for compliance.

6. Consequences of Breaching this ABC Policy

- a. Bribery and the related improper conduct addressed by this ABC Policy are very serious offences that will be taken seriously, reviewed, and thoroughly investigated by the Company. Depending on the circumstances, the incident may be referred to regulatory and law enforcement agencies.
- b. A breach of this ABC Policy, or any involvement by Personnel or the Company in Bribery or Corruption, may also expose Personnel and the Company to criminal and/or civil penalties, substantial fines, exclusion from tendering for government or private contracts, loss of business and reputational damage.
- c. Breach of this ABC Policy by Personnel will be regarded as serious misconduct, leading to disciplinary action which may include termination of employment.

7. Policy

7.1 General

- a. Personnel must:
 - i. understand and comply with this ABC Policy and attend all relevant training;
 - ii. not engage in Bribery or any other form of Corruption or improper conduct;
 - iii. not make Facilitation Payments;
 - iv. not offer, pay, solicit, or accept Secret Commissions;
 - v. not engage in Money-laundering;
 - vi. not give or accept Items of Value where to do so might influence, or be perceived to influence, objective business judgement or otherwise be perceived as improper in the circumstances;
 - vii. obtain required approvals for political contributions and charitable donations;
 - viii. maintain accurate records of dealings with Third Parties; and
 - ix. be vigilant and report any breaches of, or suspicious behavior related to, this ABC Policy.
- b. This ABC Policy does not prohibit the giving of normal and appropriate hospitality to, or receiving it from, Third Parties.

7.2 Prohibition against Bribery and Corruption

- a. The Company strictly prohibits Personnel engaging in or tolerating Bribery or any other form of Corruption or improper conduct.
- b. The Company's corporate values require that in all aspects of business all Personnel act honestly, adhere to the highest ethical standards, and act in compliance with all relevant

legal requirements. In this respect Personnel must not engage in Bribery or any other form of Corruption.

- c. The prohibition of Bribery under this ABC Policy includes the provision or conveying of an Item of Value to any Third Party, Official or family members of Officials, whether directly or indirectly, to secure any improper advantage or to obtain or retain business. This means that Personnel must not:
 - i. offer, promise or give an Item of Value with the intention of influencing an Official or Third Party to do or omit to do anything in the performance of their role or function, in order to secure an improper advantage or improperly obtain or retain business or other benefit; or
 - ii. authorise the payment or provision of Items of Value to any other person, if it is known, or reasonably should have been known, that any portion of that payment or Item of Value will be passed onto an Official or Third Party to secure an improper advantage or improperly obtain or retain business or other benefit; or
 - iii. engage, or procure, a third party to make a payment or provide an Item of Value to an Official or Third Party, (or to procure another person to make such payment or provision), in order to secure an improper advantage or improperly obtain or retain business or other benefit.
- d. The prohibition of Bribery under this ABC Policy also includes the request or acceptance of (or the agreement to accept) an Item of Value from an Official or Third Party either:
 - i. intending that, in consequence, a function or activity should be performed improperly (whether by the requestor/acceptor or another person); or
 - ii. where the request, agreement, or acceptance itself constitutes the recipient's improper performance of a function or activity; or
 - iii. as a reward for the improper performance of a function or activity (whether by the recipient or another person).

7.3 Prohibition: Facilitation Payments, Secret Commissions, Money-laundering

- a. The Company does not condone the making of Facilitation Payments, Secret Commissions and Money Laundering.
- b. Personnel are prohibited from:
 - i. making Facilitation Payments;
 - ii. offering, paying, soliciting, or receiving Secret Commissions; and
 - iii. engaging in Money-laundering.

7.4 Political Contributions and Charitable Donations

Political Contributions

The Company prohibits Personnel from making political contributions to Officials on behalf of the Company. Any donations above a level determined in Federal legislation must be disclosed annually to the Australian Electoral Commission and will be published on its website.

This ABC Policy does not seek to curtail an individual's freedom to make political contributions in their personal capacity.

The context of any other political contributions is key in determining their appropriateness. For instance, it is permissible for the Company to make a payment to attend a political function in circumstances where such payment could not be construed as an attempt to influence the political party.

If you are in any doubt as to the appropriateness of any political contribution, you should consult the Board before it is given or accepted or otherwise as soon as possible.

Charitable Contributions

The Company can only make charitable donations that are legal and ethical under Local Laws and practices. In order to ensure that donations made by the Company to charitable organisations are for proper charitable purposes, Personnel must only make donations on behalf of the Company to charitable organisations previously approved by the Company and within approved financial limits.

A list of approved charitable organisations is to be maintained by the Board and provided upon request.

7.5 Interactions with Officials and Third Parties must be Compliant

- a. All interactions with Officials, Third Parties and Business Associates must comply with this ABC Policy, and the Company and Personnel must not take any actions, whether direct or indirect, which create the appearance of impropriety regardless of whether there is any improper intent behind their actions.
- b. The prohibitions under this ABC Policy include a prohibition on Personnel using personal funds to undertake any interaction or transaction that is prohibited under this ABC Policy.

7.6 Gifts, Entertainment and Hospitality

- a. Gifts, Entertainment and Hospitality offered for the purpose of establishing and strengthening business relationships are acceptable from a commercial perspective. However, it becomes a criminal offence when such Gifts, Entertainment and Hospitality are offered in order influence the other party to obtain a benefit or a business advantage that is not legitimately due.
- b. Hospitality and entertainment should not be lavish and should always be at venues which are conducive to business conversations and which would not negatively affect the reputation of the Company.
- c. The giving and acceptance of gifts should be limited and never be given for the purpose of obtaining or retaining business.

- d. The financial thresholds and approval guidelines for Gifts, Entertainment and Hospitality are set out below.
- e. Gifts, Entertainment and Hospitality may be acceptable or unacceptable depending on when they are received or given. Gifts should not be given or received just before a business decision is to be made (for example, prior to the award of or tender for a contract).

7.7 Documentation and Record Keeping

- a. As part of the Company's commitment to open and honest business practice the Company maintains accurate books of account and records.
- b. The Company and its subsidiaries must keep accurate and complete records of all business transactions:
 - i. in accordance with generally accepted accounting principles and practices;
 - ii. in accordance with the Company's accounting and finance policies; and
 - iii. in a manner that reasonably reflects the underlying transactions and events.
- c. It is the responsibility of all Personnel to ensure that all business transactions are recorded honestly and accurately and that any errors or falsification of documents are promptly reported to the appropriate member of the senior management team of the relevant business, and corrected. No accounts are to be kept "off the books" to facilitate or conceal improper payments.
- d. All Personnel must record Items of Value given or received in expense reports and approved in accordance with the relevant expense policy.
- e. The following information should be provided when recording Items of Value in expense reports:
 - i. date received / offered;
 - ii. name, position and business unit of recipient/offeror;
 - iii. name of giver (who is giving you the gift / entertainment) / name of receiver (who are you offering the gift / entertainment too);
 - iv. description of gift / entertainment;
 - v. value of gift / entertainment;
 - vi. reason for acceptance / offering;
 - vii. decision on what will happen to gift / entertainment; and
 - viii. name and position of approving manager.

7.8 Reporting Violations and Suspected Misconduct

- a. Any Personnel or stakeholder who believes that a violation of this ABC Policy or any laws has been committed, is being committed, or is being planned, should report the matter immediately to the Board.

- b. If anyone is unsure whether a particular act constitutes Bribery, a Facilitation Payment, Secret Commission, Money-laundering, or an improper Item of Value, or has any other queries, they should ask the Board.

7.9 Protection

- a. The Company prohibits retaliation against anyone reporting such suspicions.
- b. Personnel who wish to raise a concern or report another's wrongdoing, or who have refused pressure to either accept or offer a bribe, should not be worried about possible repercussions. The Company encourages openness and will support any Personnel who raises genuine concerns in good faith under this ABC Policy.
- c. If you are not comfortable, for any reason, with speaking directly to the Board, the Company has a Whistleblower Protection Policy which affords certain protections against reprisal, harassment, or demotion for making the report.

8. Monitoring and Reviewing

Material breaches of this ABC Policy will be reported to the Board or a committee of the Board.

The Board will monitor the content, effectiveness, and implementation of this ABC Policy on a regular basis. There may also be independent reviews taken from time to time. Any findings, updates or improvements identified will be addressed as soon as possible.

Personnel are invited to comment on this ABC Policy and suggest ways in which it might be improved. Comments, suggestions, and queries should be addressed to the Board.