

## Employee Value Creation Policy

### Objective

Our Employees and broader workforce are essential to the development and operation of OZ Minerals and allow Value Creation for all our Stakeholders. The objective of the Employee Value Creation Policy is to drive a focus on Value Creation for this Stakeholder group and ensure we provide a safe work environment that empowers People to have a positive impact, and an environment that allows them to grow, prosper and do the best work of their lives. Our focus is on ensuring our People enjoy coming to work, are engaged, valued and inspired to grow and contribute to OZ Minerals and the greater society, through exceptional leadership.

### Commitment

To meet the objective of the Employee Value Creation Policy, OZ Minerals will:

- Communicate the Purpose and Strategy of the Company in a transparent and consistent manner so everyone working for and with OZ Minerals understands the context, their role and the contribution they can make
- Provide support for our People to develop and maintain a Stakeholder Value mindset, and empower them to continually build opportunities for Stakeholder Value Creation within and outside OZ Minerals
- Provide an absolute commitment to a physically and psychologically safe work environment that is free of any form of harassment including sexual harassment and that prioritises the health and safety of all People who conduct work for or on behalf of the Company
- Commit to use data and technology for tactical decision making and repetitive work to improve safety and allow our Employees to focus on complex and innovative thinking
- Maintain a workplace where our workforce has the skills and confidence to identify and act on the safety hazards around them, know their personal obligations, learn from incidents, and strive to continually improve our health and safety performance
- Develop an inclusive environment regardless of age, gender, race, national or ethnic origin, cultural background, experience, social group, marital status, religion, language, political beliefs, sexual orientation or physical ability, and provide adequate training and support to our People to ensure they understand, promote and embrace a diverse and inclusive workplace
- Ensure our recruitment and talent processes drive demographic diversity and diversity of thought to ensure everyone is always treated equally and fairly
- Remunerate with market competitive conditions and ensure we provide equal pay for equal work across all aspects of Remuneration and Benefits
- Challenge all assumptions about how and where work needs to be done to enable us to work with the best talent and capability regardless of where People reside
- Embrace new ways of working to respect local cultures and the diverse styles People bring, including providing truly flexible ways of working via a focus on outcomes, remote working and personalised work-life plans that respond to the individual's whole of life needs
- Provide a learning environment where successes are recognised, and timely sharing of information and learnings from both successes and failures is expected and encouraged
- Empower diversity in the OZ Minerals Culture by recognising that everyone adds value, and create opportunities for People to be heard and make a difference
- Ensure a low bureaucracy Culture, free from traditional hierarchy to empower People to speak up
- Enable People to do the best work of their lives by deliberately weaving personal and professional growth into everyday work, and ensuring personal development plans are in place and supported by leaders and peers.