



Speak Up

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1. What is the Purpose of this material?

The Company and its subsidiaries (**Company**) are committed to conducting business honestly, with integrity, and in accordance with its values and How We Work Together principles and standards of expected behaviour.

This material:

- encourages people to Speak Up if they become aware of Potential Misconduct;
- help deter wrongdoing, in line with the Company's risk management and governance framework;
- explains how to Speak Up and what protections a discloser will receive;
- support our How We Work Together Principles and Behaviors and Code of Conduct;
- outlines the Company's processes for responding to Speak Up reports; and
- promotes a workplace environment in which everyone feels safe, supported and encouraged to Speak Up.

A failure to Speak Up exposes the Company to additional risks and will undermine our culture and values, reflected in our How We Work Together Principles and Code of Conduct.

The Company will not tolerate anyone being discouraged from Speaking Up or being subject to detriment because they want to Speak Up or they have done so. Disciplinary action, up to and including termination of employment or engagement, will be imposed on anyone shown to have caused detriment to a person in connection with Speaking Up.

2. What is Speaking Up?

Speaking Up means telling an appropriate person in a position of influence (i.e., Recipients – see section 5 below) if you have reasonable grounds to suspect that Potential Misconduct has occurred or is occurring in relation to the Company.

If you are an 'eligible whistleblower' and you report Potential Misconduct to an 'eligible recipient' you will qualify for legal protections. See Attachment 1 for more information.

Anyone with information about Potential Misconduct is encouraged to report that information to a Recipient (i.e., to "Speak Up"). If in doubt, Speak Up.

3. What is Potential Misconduct?

Potential Misconduct is any suspected or actual misconduct or improper state of affairs or circumstances in relation to the Company, or an employee or officer of the Company.

You should Speak Up even if you are unsure if something is Potential Misconduct.

Potential Misconduct does **not** generally include **personal Work-related grievances**.

Personal Work-related grievances are grievances relating to your employment that have implications for you personally (such as a disagreement between you and another employee or a decision about your promotion).

Generally, these grievances should be raised via the Asset/Function's relevant system for handling employee disputes and grievances to allow those issues to be resolved most effectively. In some cases, these grievances may qualify for legal protection (see Attachment 1).

Potential Misconduct may or may not include a breach of law or information that indicates a danger to the public or to the financial system. Examples of Potential Misconduct include, but are not limited to:

- breach of laws or regulations;
- breach of the Code of Conduct or other Company policies, standards or codes;
- criminal activity;
- bribery or corruption;
- conduct endangering health and safety, or causing damage to the environment;
- dishonest or unethical behaviour;
- conflicts of interest.
- anti-competitive behaviour;
- some forms of victimisation, harassment or bullying
- financial fraud or mismanagement;
- insider trading;
- unauthorised use of the Company's confidential information;
- conduct likely to damage the Company's financial position or reputation; and
- deliberate concealment of the above.

While personal Work-related grievances will not generally amount to Potential Misconduct, they may be covered by this process in certain situations. For example, If it:

- relates to detriment that has been suffered or is threatened because an individual has raised a concern about suspected Potential Misconduct;
- relates to both a personal Work-related grievance and Potential Misconduct; or
- relates to concerns that the Company has breached employment or other laws punishable by imprisonment for a period of 12 months or more, engaged in conduct that represents a danger to the public, or information that suggests misconduct beyond the discloser's personal circumstances.

In some cases, personal Work-related grievances may qualify for legal protection.

4. Who can Speak Up?

Anyone with information about Potential Misconduct at OZ Minerals is encouraged to Speak Up. This includes all the Company's current and past Workforce (employees, contingent team members and contracting partners), directors, suppliers, and associates, as well as these people's dependents (or their spouse's dependents) and their relatives.

The above persons are eligible whistleblowers and may also be protected by whistleblowing laws. See Attachment 1 for more information.

5. Who should I tell?

The Company encourages you to Speak Up to one of the following **Recipients**:

Chief Executive Officer Andrew G. Cole	Phone: + 61 8 8229 6660 Email: Andrew.g.cole@ozminerals.com
People Executive Lead Fiona Blakely	Phone: + 61 404 440 455 Email: Fiona.blakely@ozminerals.com
Company Secretary Julie Athanasoff	Phone: + 61 8 8378 0038 Email: Julie.athanasoff@ozminerals.com



Chair of the Board (if your concern relates to a member of the Executive Leadership Team, the Board or any Recipient named in this material, you are encouraged to feel comfortable contacting the Chair of the Board)	Email: Rebecca.mcgrath@ozminerals.com
STOPline	See further information below.

The role of Recipients is to ensure that the information is heard by the Company and proper follow-up occurs, as well as to ensure that you feel supported and protected. You can make your report by email, telephone, in person or online via the STOPline website.

The STOPline is an independent hotline service that gives employees and other individuals the opportunity to anonymously report Potential Misconduct. The STOPline can be contacted from all countries in which OZ Minerals operates using the details set out in the table below. Total anonymity can be maintained using a pseudonym as the telephone operator requires a name to permit connection.

Mode of communication	Contact details
Telephone	within Australia: 1300 30 45 50 International: 61 3 9811 3275 (Reverse Charges)
Mail	OZ Minerals Limited c/- The STOPline Locked Bag 8 Hawthorn VIC 3122 AUSTRALIA
Fax	OZ Minerals Limited c/- The STOPline (03) 9882 4480 (within Australia) 61 3 9882 4480 (International)
Email	OZminerals@stopline.com.au
Website	https://ozminerals.stoplinereport.com/

People must not discourage any individual from Speaking Up and to do so will itself breach this process. If any person is told not to raise or pursue a concern, even by their manager or a person in authority, they are encouraged to make a further disclosure to a different Recipient.

While we encourage you to Speak Up to one of the Recipients noted above, there are certain other people to whom you can report and still receive the legal protections described in section 10 below. For more information on who else is considered an 'eligible recipient' under the law, please see Attachment 1.

6. What information should I provide?

You should provide as much information as possible, including details of the Potential Misconduct, people involved, dates, locations and if any more evidence may exist.

You are encouraged to feel supported and safe in providing information, and to consent to the limited sharing of your identity. This will assist the Company to protect and support you in relation to your disclosure and facilitate the Company in investigating, reporting and taking action arising as a result of your disclosure.

Please be aware that if you do not consent to the limited sharing of your identity as needed, this may limit the Company's ability to progress your disclosure and take any action in respect of your disclosure.

When Speaking Up you will be expected to have reasonable grounds to believe the information you are disclosing is true, but you will not be penalised even if the information turns out to be incorrect. However, you obviously must not make a report that you know is not true or is misleading. Where it is found that a person has knowingly made a false report, this will be considered a serious matter and will result in disciplinary action.

7. Can I make an anonymous report?

The Company encourages the reporting of Potential Misconduct; however we appreciate that Speaking Up can be difficult.

You can make an anonymous report if you do not want to reveal your identity. However, we encourage you to provide your name because it will make it easier to investigate and address your report.

If you do not provide your name, any investigation will be conducted as best as possible in the circumstances. The Company will assess the content and merit of your disclosure in the same way as if you had revealed your identity. However, an investigation may not be possible unless sufficient information is provided, and it may make it difficult to offer you the same level of practical support if we do not know your identity. You will still be entitled to protections under the law, as applicable (see Attachment 1).

If you do provide your name, it will only be disclosed if you provide your consent, or in exceptional circumstances where the disclosure is allowed or required by law (e.g. in dealings with a regulator). Details of how your identity will be protected are described in section 10 below. If you have concerns about this, you can discuss this with the Recipient.

8. How will the Company respond to a report?

All Speak Up reports will be received and treated sensitively and seriously, and will be dealt with promptly, fairly and objectively.

The Company's response to a report will vary depending on the nature of the report and the amount of information provided. Your report may be addressed and resolved informally (such as assisting employees to change their behaviour) or through formal investigation.

If appropriate, disclosers will be told how the Company has decided to respond to their disclosure, including whether an investigation will be conducted. This may not occur until after an investigation has been concluded. However, it may not always be appropriate to provide disclosers with this information and may not be possible unless contact details are provided when Speaking Up.

While Speaking Up does not guarantee a formal investigation, all reports will be properly assessed and considered by the Company and a decision made as to whether they should be investigated.

Any investigations commenced will be conducted in a timely manner and will be fair and independent from any persons to whom the report relates. All members of the Workforce must cooperate fully with any investigations.

Unless there are confidentiality or other reasons not to do so, a person being investigated will be provided with details of the report that involves them (to the extent permitted by law) and be given an opportunity to respond.

9. What happens after an investigation?

The results of any investigation will be recorded in writing in a formal internal report that will be confidential and is the property of the Company. The outcome of any investigation will be reported to the Board in accordance with section 11 below.

The formal report recording the results of an investigation will not be provided to a discloser or any other person subject to or implicated in an investigation.

Where an investigation identifies a breach of the Company's Code of Conduct or internal policies or procedures, appropriate disciplinary action may be taken. This may include but is not limited to terminating or suspending the employment or engagement of a person(s) involved in any misconduct.

10. What protections exist if I Speak Up under this material?

Protecting your identity

The Company will look to protect the identity of people who Speak Up. Your identity (and any information the Company has because of your report that someone could likely use to work out your identity) will only be disclosed if:

- you give your consent to the Company to disclose that information;
- the disclosure is allowed or required by law (for example, the disclosure by the Company to a lawyer in order to get legal advice); or
- in the case of information likely to identify you, it is reasonably necessary to disclose the information for the purposes of an investigation, but all reasonable steps are taken to prevent someone from working out your identity.

Protecting you from detriment

No person may victimise or cause detriment to someone else (or threaten to do so) because of a belief that person has or will Speak Up. Examples of detriment include discrimination, harassment, intimidation, retaliation, causing physical or psychological harm, damaging property, and varying an employee's role or demoting or dismissing the person.

If your report qualifies for legal protection, you are legally protected from detriment. If a person causes detriment or victimises you, or threatens to do so, the person may breach the law and you may be able to seek legal recourse. In some circumstances, this may also be a criminal offence.

You should tell a Recipient listed in section 5 if you or someone else, is being, or has been subject to detrimental conduct, or if you are concerned that you may be victimised. Preferably, this should be the Recipient to which you made your initial disclosure but can be to any Recipient. The Company will treat this very seriously.

Any person involved in detrimental conduct will be subject to disciplinary action. In some circumstances, this may also be a criminal offence punishable by imprisonment. The Company may refer any person that has engaged in victimising conduct to law enforcement authorities for further investigation.

Other protections available

The Company is committed to making sure that you are treated fairly and do not suffer detriment because you Speak Up. The protections offered will depend on things such as the Potential Misconduct and people involved. Protections may include the following:

- monitoring and managing the behaviour of other employees;
- relocating employees (which may include the people alleged to have been involved in the Potential Misconduct) to a different division, group or office;
- offering you a leave of absence or flexible workplace arrangements while a matter is investigated;
- access to the Company's Employee Assistance Program (if you are a current employee) and additional support from the Company (such as counselling or other support services); and/or
- rectifying any detriment that you have suffered.

In addition, the Company may appoint a Speak Up Protection Officer to support you. They can arrange additional support for you where needed and can escalate any concerns you have with how your report is being dealt with. The Company can only appoint a Speak Up Protection Officer where you have agreed to share your identity with the Speak Up Protection Officer.

The Company will look for ways to support all people who Speak Up, but it will of course not be able to provide non-employees with the same type and level of support that it provides to employees. In all cases, the Company will seek to offer as much support as practicable.

Further information regarding the protections afforded under Australian law to persons who Speak Up is available at Attachment 1 to this material.

11. Reporting

The Board will receive a summary of reports made under this material on a quarterly basis. The Board will be provided additional information about any material incidents raised.

12. Further Information

Any questions about this material or Speaking Up can be referred to the Company Secretary & Senior Legal Counsel or to the STOPline.

This material will be available on the Company's public website and on the Company's intranet.

This material does not form part of terms of employment and may be amended from time to time.

Attachment 1 - Protections provided by law

Additional legislative protections

Under Australian law, including the *Corporations Act 2001* (Cth) (the **Act**), legislative protections for Speaking Up are available to certain persons (including current and former employees, volunteers, officers, contractors, suppliers, employees of suppliers, associates, as well as these people's relatives and dependents) who make a protected disclosure to certain people.

You are encouraged to Speak Up under this material. However, the law offers protections in other cases (for example, you can report Potential Misconduct to people other than Recipients). If you make a "protected disclosure" under the law that does not comply with this Speak Up material, you will still be entitled to the legal protections. A disclosure can qualify for protection under the Act even if it is made anonymously or turns out to be incorrect.

Please contact a Recipient if you would like more information about legal protections.

Protected Disclosures

To be a protected disclosure qualifying for protection under the Act, the disclosure must relate to a disclosable matter and be made to an eligible recipient under the Act. A matter that is disclosed under the material but which does not meet these criteria will not qualify for protection under the Act. Examples of this information and recipients are outlined in the following table.

Information reported or disclosed	Recipient of disclosed information
<p>General disclosable matters</p> <ul style="list-style-type: none">Information about actual or suspected misconduct, or an improper state of affairs or circumstances in relation to the Company or a related body corporateThis includes information that the Company or any officer or employee of the Company has engaged in conduct that:<ul style="list-style-type: none">contravenes or constitutes an offence against certain legislation (e.g. the Corporations Act);represents a danger to the public or the financial system; orconstitutes an offence against any law of the Commonwealth that is punishable by imprisonment for a period of 12 months or more. <p>Note that "personal Work-related grievances" are not protected disclosures under the law, except as noted below.</p>	<p>Recipients for any general disclosable matters</p> <ul style="list-style-type: none">A person authorised by the Company to receive protected disclosures – i.e. Recipients under this material (see section 5)An officer or senior manager of the CompanyAn auditor, or a member of an audit team conducting an audit, of the CompanyAn actuary of the CompanyASIC, APRA or another Commonwealth body prescribed by regulationA legal practitioner for the purpose of obtaining legal advice or legal representation (even if the legal practitioner concludes the disclosure does not relate to a disclosable matter)Journalists or parliamentarians, under certain circumstances allowing emergency and public interest disclosures. It is important for you to understand the criteria for making a public interest or emergency disclosure before doing so. Please contact the Company Secretary & Senior Legal Counsel if you would like more information about emergency and public interest disclosures.

Information reported or disclosed	Recipient of disclosed information
<p>Tax related disclosable matters</p> <ul style="list-style-type: none"> Information about misconduct, or an improper state of affairs or circumstances, in relation to the tax affairs of the Company, which the employee considers may assist the recipient to perform functions or duties in relation to the tax affairs of the Company 	<p>Recipients for any tax-related disclosable matters</p> <ul style="list-style-type: none"> A person authorised by the Company to receive reports of tax-related disclosable matters An auditor, or a member of an audit team conducting an audit, of the Company A registered tax agent or BAS agent who provides tax services or BAS services to the Company A director, secretary or senior manager of the Company An employee or officer of the Company who has functions or duties that relate to the tax affairs of the Company A legal practitioner for the purpose of obtaining legal advice or legal representation
<p>Further tax-related information</p> <ul style="list-style-type: none"> Information that may assist the Commissioner of Taxation to perform his or her functions or duties under a taxation law in relation to the Company 	<p>Recipients for any further tax-related information</p> <ul style="list-style-type: none"> Commissioner of Taxation A legal practitioner for the purpose of obtaining legal advice or legal representation

Personal Work-related grievances

Legal protection for disclosures about solely personal employment related matters are only available under the law in limited circumstances. A disclosure of a personal Work-related grievance will remain protected if, in summary:

- it concerns detriment to you because you have or may be considering Speaking Up; or
- it is made to a legal practitioner for the purposes of obtaining legal advice or legal representation in relation to the operation of the law about whistleblowers.

Under the law, a grievance is **not** a 'personal Work-related grievance' if it:

- has significant implications for an entity regulated under the law that do not relate to the discloser;
- concerns conduct, or alleged conduct, in contravention of specified corporate and financial services laws, or that constitutes an offence punishable by 12 months or more imprisonment under any other Commonwealth laws;
- concerns conduct that represents a danger to the public or financial system; or
- concerns conduct prescribed by the regulations.

Specific protections and remedies

Additional legislative protections may also be available, including but not limited to:

- compensation for loss, damage or injury suffered as a result of detrimental conduct;
- an injunction to prevent, stop or remedy the effects of the detrimental conduct;
- an order requiring an apology for engaging in the detrimental conduct;

- if the detrimental conduct wholly or partly resulted in the termination of an employee's employment, reinstatement of their position;
- exemplary damages; and
- any other order the court thinks appropriate.

You are also protected from the following in relation to a protected disclosure you make:

- civil liability (e.g., any legal action against you for breach of an employment contract, duty of confidentiality or another contractual obligation);
- criminal liability (e.g., attempted prosecution of you for unlawfully releasing information, or other use of the disclosure against you in a prosecution (other than for making a false disclosure)); and
- administrative liability (e.g., disciplinary action for making the disclosure).

However, you will not have immunity for any misconduct you have engaged in that is revealed in a disclosure.