

Peak Rare Earths Limited (Peak or the Company) has adopted the following Sustainability Policy.

## **INTRODUCTION**

At Peak Rare Earths Limited ACN 112 546 700 (the Company), sustainability is being integrated into every aspect of the Company. The purpose of this Policy is to reinforce the Company's sustainability commitments and obligations to meet sustainability responsibilities and objectives.

## **OBJECTIVES**

The Company commits to:

- Identifying and developing sustainable opportunities at all levels of the business.
- Identifying relevant sustainability risks associated with its operations and strategies, and to implement control and/or mitigation initiatives to address such risks.
- Enhancing the level of transparency and disclosures relating to environment, social, and governance to accommodate the Company's commitment to best practice.
- Providing a safe and healthy work environment for all personnel and visitors.
- Striving to reduce impacts on the natural environment and implement suitable environmental management systems.
- Creating positive social change through mutually beneficial relationships in the communities in which we operate.
- Responsibly sourcing materials through a truly transparent and fully traceable supply chain wherever possible.
- Acting with honesty and integrity in all dealings and relationships with partners, customers, shareholders, and employees.
- Implementing a culture that promotes diversity, inclusion, respect for work life balance, and an awareness and mindset that prioritises the health and wellbeing of our people.
- Furthering sustainability awareness within the business through education and training of personnel and implementation of sustainability management systems.
- Complying with all applicable legislative and regulatory requirements and obligations.
- Administering the Company's corporate governance policies and procedures with openness and integrity.

## **EVERYONE'S RESPONSIBILITY:**

Acceptance of the Company's Sustainability Policy is a fundamental term of engagement with the Company and is the responsibility of everyone i.e., each person who works for, contracts with, or does business with the Company. Implementation of this policy is the responsibility of management under the oversight of the Company Secretary, and the Board.

**POLICY REVIEW:**

This policy will be the subject of annual review (and as appropriate, revision) by management, to ensure the policy at least meets contemporary industry standards and practices, as well as ensuring the Policy's objectives and purpose are delivered.