

Conflict of Interest Policy

1 Introduction

- 1.1 This policy outlines Hawsons Iron Limited (Hawsons) guiding principle and procedures in relation to the disclosure of directors' interests and the process that directors should follow if a conflict of interest arises. Each director is responsible for ensuring that they comply with this policy.
- 1.2 This policy should also be read in conjunction with the role and responsibilities of directors under the Hawsons' Board Charter and the constitution of Hawsons.

2 What is a conflict of interest?

- 2.1 Directors should endeavour to avoid all potential and actual conflicts between their personal interests and Hawsons' interests, which may compromise their position as directors of Hawsons.
- 2.2 Directors have various duties under the Corporations Act and under the general law with regard to conflicts of interest, including:
 - an overriding duty to avoid a conflict of interest;
 - duties not to misuse Hawsons' property, information or business opportunities for their own or another person's advantage, or in a way which may cause detriment to Hawsons, without the fully informed consent of Hawsons (see below);
 - duties relating to financial benefits which may be given by Hawsons to its directors;
 - duties not to use their position dishonestly or to use information obtained in their role as directors of Hawsons dishonestly or:
 - (a) intentionally to gain an advantage (directly or indirectly) for any person or cause detriment to Hawsons; or
 - (b) to be reckless as to whether the use may result in a direct or indirect advantage for any person or cause detriment to Hawsons.
- 2.3 The essence of the rule relating to the avoidance of conflicts of interest is whether a director can bring independent judgement to bear on the matter or whether the conflicting interest or duty is so significant as to divide his or her loyalties. If the director cannot bring independent judgement to bear, he or she should avoid the conflict.

3 Disclosure of interests

- 3.1 A director of Hawsons should disclose to all the other directors of Hawsons:
 - any material personal interest which he or she may have in a matter which relates to the affairs of Hawsons; and
 - any other interest which the director believes is appropriate to disclose in order to avoid an actual conflict of interest or the perception of a conflict of interest.
- 3.2 The disclosure should be made either:
 - as soon as practicable after the director becomes aware of his or her interest; or
 - in the standing notice of disclosure of interest.
- 3.3 Details of the disclosure must be recorded in the minutes of the meeting at which the disclosure is made or the meeting held following the disclosure.

- 3.4 A standing notice of disclosure of interest for each director shall be distributed to all directors at least annually and shall be tabled at a meeting of directors and recorded in the minutes of that meeting. Directors shall disclose any changes to the standing notice of disclosure of interest as soon as practicable. Such changes shall be recorded in the minutes of the meeting at which directors are advised of the change.

4 Procedures for handling conflicts of interest

- 4.1 A director who has:
- a material personal interest in a matter which relates to the affairs of Hawsons; or
 - any other interest which the director believes is appropriate to disclose in order to avoid an actual conflict of interest or the perception of a conflict of interest, may not be present at a meeting at which the matter is being considered nor vote on the matter unless:
 - the other directors of Hawsons who do not have such an interest in the matter pass a resolution that the interest should not disqualify the director from being present while the matter is being considered or from voting on the matter; or
 - ASIC makes a specific order or declaration on the matter.
- 4.2 The minutes of the meeting should record the decision taken by the directors who do not have an interest in the matter.

5 Business opportunities

- 5.1 There may be occasions when directors become involved in business opportunities which Hawsons could reasonably be expected to be interested in.
- 5.2 As a general rule, directors of Hawsons have a duty to notify the Board of Hawsons as soon as practicably before they commence final contract negotiations and at the very least before they are unconditionally committed.
- 5.3 Where a director has multiple directorships in companies which may exploit similar opportunities to Hawsons, this should be disclosed to and discussed with the Board to resolve how such potential conflicts are to be resolved.

6 Consent

- 6.1 Unless a conflict of interest is resolved to the satisfaction of the Board or unless otherwise stated in the constitution of Hawsons, consent to engage in an activity which gives rise to a conflict of interest can only be given by the members of a Company in a general meeting. The consent must be fully informed, which requires detailed disclosure of both the nature and extent of the conflicting interest or duty to members.

Approved by the Board

Date: 25 February 2025