

STATEMENT OF VALUES

1 OVERVIEW

- 1.1 Hawsons Iron Ltd ACN 095 117 981 (**Company**) is committed to acting lawfully, ethically and responsibly.
- 1.2 The board of directors (**Board**) of the Company has established this Statement of Values for the purpose of ensuring that the Company's values create a link between the Company's purpose and its strategic goals by expressing the standards and behaviours that it expects from its directors, senior executives and employees to fulfil its purpose and meet its goals.

2 STATEMENT OF VALUES

- 2.1 The Company's Mission is to sustainably produce the world's highest quality, purest iron ore product.
- 2.2 The Company's Vision is to be a positive change in our industry, using our unique natural resource to create a more sustainable future.
- 2.3 This Mission and Vision is underpinned by a set of specific values. These values are:
- **Teamwork** – We collaborate with our employees, partners and communities with a shared purpose.
 - **Zero Harm** – Safety, health and wellbeing are our number one priority, and our goal is zero harm to our people, the environment, and the communities in which we operate.
 - **Accountability** – We are dependable and depend on each other to achieve success. We are accountable for our performance and are responsive to opportunities to improve.
 - **Respect** – We value difference and diversity and treat each other with dignity and respect. We recognise that positive change comes from the courage to be candid, to debate and disrupt.
 - **Innovation** – We strive for innovative excellence, with an inquisitive passion to challenge ourselves and others.
 - **Integrity** – We act with honesty and integrity. We have the conviction to do what is right, fair and ethical.

3 INSTILLING VALUES

- 3.1 The Board and senior executives within the Company will be responsible for modelling and instilling these values.
- 3.2 All employees will receive training on the values and senior managers will be expected to continually reference and reinforce the values.

4 REVIEW OF THIS STATEMENT

- 4.1 The Board will review this Statement at least annually to ensure that it accords with best practice and remains consistent with the Company's goals and purpose.
- 4.2 This Statement may be amended from time to time by resolution of the Board.

5 PUBLICATION OF THIS STATEMENT

This Statement is made available to all directors and staff of the Company, and published on the Company's website - <https://hawsons.com.au/>

Approved by the Board

Date: 25 February 2025