

Diversity Policy

Lynas is committed to maintaining an inclusive workplace that embraces and promotes diversity. Diversity encompasses acceptance and respect of the variety of differences between people in an organisation, including differences in gender, age, ethnicity, religion, disability and cultural background.

We believe that diversity will broaden the pool for recruitment of employees and directors, enhance employee retention, encourage innovation, and ensure that the Company benefits from all available talent. Furthermore, we believe that the promotion of diversity is a socially and economically responsible governance practice.

Scope of Application

This Policy applies to all Lynas sites and to all Lynas employees and contractors on our sites. Our diversity strategies apply to all Lynas employees and contractors, including senior management.

Declaration of Commitment

Our commitment to diversity will be achieved by:

- ensuring that recruitment of employees and directors is made from a diverse pool of qualified candidates;
- setting target proportions of women or other groups of individuals within areas of the Company;
- identifying programmes that assist in the development of a broader pool of skilled and experienced Board candidates;
- taking action against inappropriate workplace behaviour and behaviour that is inconsistent with the diversity objectives of the Company.

Quantitative Objectives

- Continue to increase the number of female staff employed in our business every year;
- Increase local employment at the Mt Weld site
- Increase employment of people living with a disability.

A handwritten signature in blue ink, appearing to read 'A. Lacaze'.

Amanda Lacaze
Chief Executive Officer
May 2020