



ACN 149 349 646

DIVERSITY POLICY

Galan Lithium Limited (**the Company** or **Galan**) recognizes and respects the competitive advantage of diversity and the benefit of its integration throughout the Company, to enrich Galan's perspective, improve performance, increase shareholder value, and enhance the achievement of Company goals and objectives. The Company promotes and encourages a diverse and inclusive workforce by fostering an environment of mutual learning, respect, dignity, openness to other cultures and an appreciation of difference and other perspectives.

Board Commitment

The Board has a commitment to promoting a corporate culture that is supportive of diversity and encourages the transparency of Board processes, review and appointment of Directors.

The Board are responsible for developing policies in relation to the achievement of measurable diversity objectives and the extent to which they can be linked to the Key Performance Indicators for the Board, the Managing Director and senior executives.

Aims and Objectives

The Company's aims and objectives are to:

- recognise, value and engage the diverse cultural values, backgrounds and skillsets of the Company's workforce
- recruit from a diverse range of candidates for all positions, including Board and senior executive positions;
- review and update succession plans to ensure that there is a focus on diversity;
- maintain an inclusive workplace environment free of discrimination, harassment, vilification or victimisation, where participants feel comfortable, safe, valued and supported;
- encourage female participation across a range of roles across the Company;
- create an environment where others are treated professionally and with courtesy and respect;
- promote awareness of the value creating character of diversity within the workplace;
- make decisions affecting workplace participants which are based on facts and not on bias;
- investigate flexible working options where appropriate and in line with the Company's policies and procedures;
- review and report on the relative proportion of women and men in the workforce at all levels of the Company; and

- develop programs to encourage a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development;

Work environment

The Company will ensure that all directors, officers, employees, consultants and contractors have access to a work environment that is free from harassment. The Company will not permit unwanted conduct based on a director, officer, employee, consultant or contractor's personal circumstances or characteristics.

The Board and senior managers are required to ensure that the work environment is harassment free, and to ensure that complaints or reports of sexual, racial or other harassment are treated seriously, confidentially, and sympathetically by the Company.

Reporting

It is the responsibility of all directors, officers, employees, consultants and contractors to comply with this Policy and to report violations or suspected violations.

The Board will proactively monitor Company performance in meeting the standards and policies outlined in this Policy. This will include an annual review of the progress against Company set objectives and its strategies for achieving a diverse workplace. As a minimum, the report should include the proportion of female employees in the Company at all levels, including Board level, for inclusion in the Corporate Governance Statement each financial year.

This Policy will be reviewed by the Board on an annual basis.

For and on behalf of the Board

Galan Lithium Limited
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