Diversity Policy

Great Dirt Resources Ltd

(ACN 670 840 301)

Adopted by the Board with effect from 9 July 2026

GREAT DIRT
RESOURCES LTD.

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1. Introduction

Great Dirt Resources Ltd (**Company**) and all of its related bodies corporate are committed to workplace diversity and inclusion. This policy applies to all directors, officers and employees of the Company in Australia and in any other jurisdiction in which the Company operates, subject to applicable local laws.

The Company is committed to diversity and inclusion at all levels, regardless of gender, sex, marital or family status, pregnancy, sexual orientation, gender identity, age, physical or intellectual impairment, race (including colour, nationality, descent, and ethnic or religious background), cultural or religious beliefs, socio-economic background, perspective and experience. The Company does not tolerate discrimination, harassment, vilification or victimisation. This policy reflects the Company's Statement of Values.

The Company recognises the benefits arising from employee and Board diversity, including access to a broader pool of high-quality employees, improved employee retention, different perspectives and ideas, and the ability to benefit from all available talent.

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (as amended from time to time).

This Diversity Policy does not form part of an employee's contract of employment with the Company and does not give rise to contractual obligations. However, to the extent that this Diversity Policy requires an employee to do, or refrain from doing, something, and at all times subject to legal obligations, this Diversity Policy forms a direction of the Company with which an employee is expected to comply.

2. Objectives

This Diversity Policy provides a framework for the Company to achieve:

(a) a diverse and skilled workforce, leading to continuous improvement in the achievement of corporate goals;

(b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;

(c) improved employment and career development opportunities for women;

(d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and the successful management of diversity; and

(e) awareness among all staff of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity, (collectively, the **Objectives**).

This Diversity Policy does not impose on the Company, its directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct that is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or in any foreign jurisdiction.

3. Responsibilities

The Board's commitment

(a) The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at the senior level of the Company and on the Board.

(b) The Board is responsible for considering the development of measurable objectives and strategies to support the Objectives of this Diversity Policy (**Measurable Objectives**), having regard to the Company's size, stage of development and circumstances. If Measurable Objectives are set, the Board will monitor progress against them through the monitoring, evaluation and reporting mechanisms described below.

As at the date of this policy, the Company has not set Measurable Objectives. The Board will continue to review whether it is appropriate to set Measurable Objectives as the Company develops.

(c) Senior management, where applicable, is responsible for supporting the Objectives through its actions and decision-making processes, and all employees are encouraged to contribute to an inclusive and respectful work environment.

(d) The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including by establishing a structured approach for identifying a pool of candidates and using external experts where necessary.

Strategies

While the Company is always committed to recruiting, employing and developing the best possible people, the Company's diversity strategies include:

(a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;

(b) requiring that at least one female candidate be shortlisted for all appointments, including executive and Board positions, if a suitably qualified candidate exists in the applications received;

(c) considering the implementation of Measurable Objectives;

(d) reviewing succession plans to ensure an appropriate focus on diversity;

(e) identifying specific factors to be taken into account in recruitment and selection processes to encourage diversity;

(f) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including workplace development programs, mentoring programs and targeted training and development;

(g) providing opportunities for employees on extended parental leave to maintain their connection to the Company and their workplace;

(h) promoting workplace structures that assist employees to balance their work, family and other responsibilities effectively and assist in developing a more diverse pool of skilled and experienced employees while improving performance;

(i) developing a culture which takes account of domestic responsibilities of employees; and

(j) any other strategies the Board develops from time to time.

4. Monitoring and evaluation

The Board will monitor the scope and currency of this policy annually.

The Company is responsible for considering the implementation of Measurable Objectives annually and, if implemented, monitoring and reporting on those Measurable Objectives.

Any Measurable Objectives set by the Board will be included in the annual key performance indicators for the Executive Director and senior executives.

In addition, if Measurable Objectives are set, the Board will review progress against those Measurable Objectives as a key performance indicator in its annual performance assessment.

5. Reporting

The Board will include in the Annual Report each year:

(a) any Measurable Objectives set by the Board for that year;

(b) progress against the Measurable Objectives, if any; and

(c) either:

   (i) the proportion of women employees in the whole organisation, at senior management level and at Board level; or

(ii) if the Company is a 'relevant employer' under the *Workplace Gender Equality Act 2012* (Cth), the Company's most recent 'Gender Equality Indicators', as defined in and published under that legislation.