

CODE OF CONDUCT

At Diatreme Resources Limited ACN 061 267 061 (**'Diatreme'**) we require that all our employees conduct themselves according to our values and to the highest standards of ethics, integrity, and behaviour when dealing with our clients, colleagues, and other stakeholders. This includes but is not limited to, full compliance with all legal obligations imposed by statute or any other source of law.

This Code establishes the standards of behaviour that must be met by all employees. Where these standards are not met, appropriate disciplinary action, up to and including dismissal may be taken.

STANDARDS OF CONDUCT

The standards expected of employees includes:

- Compliance with all Diatreme workplace policies, procedures, rules, regulations, and contracts.
- Compliance with all laws.
- Compliance with all reasonable and lawful instructions given by or on behalf of Diatreme.
- Devotion of the employee's time, attention, and skill during their working hours and at other times as reasonably necessary for the employee to perform their duties.
- To be honest and fair in dealings with customers, clients, employees, Diatreme management and the general public, including to treat them with courtesy and respect.
- To work in a safe and compliant manner, including observing all Work Health and Safety laws.
- Refraining from any discriminatory, bullying, or harassing behaviour toward customers, clients, employees, management, and the general public.
- To not make any statements to the media about Diatreme's business, unless expressly authorised to do so by Diatreme.
- To not make any statements about Diatreme on social media, or any other public platform, which may harm Diatreme's reputation.
- To not, in connection with the employee's employment, accept any financial or other benefit from any entity other than Diatreme – unless acceptance of such benefit is in accordance with Diatreme's other workplace policies or is otherwise disclosed to Diatreme and expressly permitted by Diatreme.
- To not engage in any employment or provide any services to any person or entity other than Diatreme, except with Diatreme's prior written consent.
- To not engage in any employment or provide any services to a supplier or competitor of Diatreme, except with Diatreme's prior written consent.
- Immediately disclosing any potential, perceived or actual conflict of interest (whether direct or indirect) that may give rise to a conflict with the performance of the employee's obligations to Diatreme, or Diatreme's business, confidential information, or reputational interests.
- To not engage in conduct, whether during or after work hours, that in the opinion of Diatreme causes damage or potential damage to Diatreme's property or reputation.
- To not use or come to work while affected by the use of prohibited drugs or alcohol.
- To ensure and maintain punctuality.
- To dress in an appropriate manner and to wear and maintain all PPE (if required for the role).
- To not use Diatreme internet to access for any purposes other than the performance of your duties. The downloading of sexually explicit material or other offensive or inappropriate material is prohibited.

- To not use Diatreme property, including, but not limited to Diatreme phone or email resources for any purposes other than the performance of your duties. The use of Diatreme property to send sexually explicit or suggestive material, or other offensive or harassing material is prohibited.
- To maintain both during employment and after termination of employment with Diatreme, the confidentiality of any confidential information, records or other materials acquired during the course of employment.
- At all times, behave in a way that upholds Diatreme's core values (safety, sustainability, heritage, governance, and diversity) and the integrity and good reputation of Diatreme.
- Reporting any conduct which is in breach of any of this Code of Conduct, or potentially in breach of this Code of Conduct, without delay.



Neil McIntyre

Chief Executive Officer

Diatreme Resources Limited

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