

CONFLICT OF INTEREST POLICY

Diatreme Resources Limited ACN 061 267 061 (**'Diatreme'**) aims to ensure transparency, maintain integrity, promote fairness, and build trust by effectively addressing and managing potential conflicts of interest to ensure that employees and representatives of Diatreme act in the best interests of the company.

By adhering to this policy, Diatreme aims to create a work environment where employees can have confidence that decisions are made impartially and in the best interests of the company.

This policy applies to all staff (including managers, employees, officers, potential employees, and contractors working with Diatreme (including employees of vendors)). Diatreme also expects the same standard of behaviour from its clients and visitors to its premises.

A conflict of interest arises when an individual's personal interests or relationships could compromise their objectivity, professional judgment, or ability to act in the best interests of Diatreme.

Examples include, but are not limited to:

- financial interests in a competitor or supplier;
- outside employment that may affect performance;
- family or personal relationships that may influence business decisions; and
- ownership of significant stock or financial interest in a business partner.

All individuals covered by this policy have a duty to promptly disclose any actual or potential conflicts of interest to a General Manager or the CEO in writing.

The disclosure should include details such as the nature of the conflict, the parties involved, and any relevant financial interests.

A General Manager or the CEO will review all disclosed conflicts of interest and determine the appropriate course of action.

Actions may include recusal from decision-making processes, divestment of conflicting interests, or other measures deemed necessary to mitigate the conflict.

Employees who suspect or become aware of violations of this policy should report them to a General Manager or the CEO.

Failure to disclose conflicts of interest may result in disciplinary action, up to and including termination of employment or other relationships with Diatreme.

Waivers of this policy may only be granted by a General Manager or the CEO and must be documented in writing.



Neil McIntyre
Chief Executive Officer
Diatreme Resources Limited
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