

STATEMENT OF COMPANY VALUES

VERSION NO.	2.0
RESPONSIBLE PERSON/S	Board

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR/S
1.0	Board	June 2020	New Policy	-
2.0	Board	June 2022	New Values	Policy Working Group

1.0 STATEMENT

Arafura's vision and values are the guiding principles that define culture and the type of company it seeks to be. Arafura's directors, senior executives and employees will work to instil these values across the organisation. The values create a link between the company's vision and purpose and its strategic goals by expressing the standards and behaviours it expects from its directors, senior executives and employees to fulfil its purpose and meet its goals.

Shareholders and other external stakeholders expect Arafura to act lawfully, ethically and responsibly and this is reflected in the values. The directors have approved the statement of values and mandated the senior executives and employees to instil these across the company, reinforce this in interactions within the wider community and assist in making business decisions.

2.0 VISION

At Arafura, our vision is:

"To be the trusted, leading rare earths partner of customers in the high impact technologies and enduringly lift the sustainability of our planet."

3.0 VALUES

We are ethical and accountable.

- We are guided by our moral compass and own our decisions.
- We strongly believe in a sustainable future and our actions are guided by this.

We are resilient and innovative

- We encourage agile thinking and innovative ideas to find solutions.
- We are resilient and adaptive to the changing landscape of the industry.

We are authentic and transparent

- We are open and honest in the way we work and communicate
- We convey the same message to all stakeholders.

We are committed to our purpose and stakeholders.

- We are a high-performing team working towards delivering outstanding value to our people, community, customers and shareholders.
- We operate with our vision front of mind.

We are inclusive and respectful

- We are respectful and empower each other in order to create a safe collaborative environment.
- We embrace our differences and benefit from diversity of ideas and opinions.