

Compliance

Policy

June 2023

PLS-POL-BM-005

1 PURPOSE

Pilbara Minerals Limited and its subsidiaries (PLS, the Group) are committed to ensuring that all of the Group's business activities and undertakings are conducted in accordance with established internal and external compliance requirements and obligations.

The Group understands that embedding a strong culture of Compliance sets a foundation for a sustainable organisation to continue to grow for many years to come.

Compliance within the Group is broad and varied including both:

- Internal Compliance – adhering to established Company Policies, Processes and Procedures, and
- External Compliance – adhering to all regulatory requirements, specifically as it relates to reporting obligations for a listed mining Company, and what is required under law for an operating mine site.

Everyone within the Group has a responsibility and obligation as it relates to Compliance.

To deliver on our commitments, we will as a minimum:

- establish, manage, and maintain a comprehensive compliance management system that is aligned to the principles of AS ISO 19600:2015 Compliance Management Systems – Guidelines
- ensure appropriate resources are in place to meet internal and external compliance obligations and requirements
- conduct regular training across all areas of the Group to ensure our people are aware of their obligations for the role they are employed
- proactively report performance, in accordance with the Compliance Management Framework reporting to the Board, and respond to Compliance concerns, incidents and issues through the appropriate Group communication channels
- investigate matters of non-compliance, and ensure that appropriate actions are taken to mitigate risk of recurrence, and
- review and improve the Compliance system at regular intervals.

POLICY HISTORY

This Policy is approved by the Board and will be reviewed every two years and amended as required.

ESTABLISHED	27 June 2023
LAST REVIEWED	N/A
FREQUENCY	Every two years