

SUMMARY OF KEY CORPORATE GOVERNANCE DOCUMENTS FOR THE BIRIMIAN GROUP OF COMPANIES

Birimian Limited (**Birimian** or the **Company**) has adopted a governance framework encompassing policies and procedures to ensure it remains at the forefront of good corporate governance practice. The Company is listed on the Australian Securities Exchange and has to comply with the regulation and the corporate legal regime.

All Birimian corporate policies apply to:

- (a) executive and non-executive directors;
- (b) full-time, part-time and casual employees; and
- (c) contractors, consultants and advisers,

of Birimian and Birimian group companies and any joint ventures under Birimian's operational control, collectively referred to as Birimian. Certain policies also apply to relevant suppliers and this is noted on those policies.

Birimian reviews and amends its policies as appropriate to reflect the growth of the Company, current legislation and good practice. The suite of policies can be found on the Company's website at www.birimian.com under the Investors tab within "Corporate Governance". There may be implications (some may be legal) for non-compliance with these policies.

A summary of each document is set out below; however, you should make yourself familiar with the detail of each one. Should you have any questions or need clarification on any of the content, please contact Gillian Swaby (gswaby@birimian.com) who will be happy to assist.

Code of Conduct

The Code Conduct is designed to be a practical guide to ethical business conduct and best business practice.

Birimian is committed to conducting its business in accordance with applicable laws, rules and regulations, and the highest standards of business ethics, and to full and accurate disclosure in compliance with applicable laws, rules and regulations.

In addition to compliance with applicable laws, rules and regulations, you also must engage in, and promote, honest and ethical conduct and abide by the policies and procedures that govern the conduct of Birimian's business, including the Code of Conduct.

Human Rights Policy

This sets out Birimian's commitment to equality throughout the organisation and the importance of treating one another with respect.

Human rights are fundamental principles of personal dignity and universal equality. Respect for human rights fosters social progress, better standards of life and larger freedom for individuals. The aim of this policy is to provide the overarching framework for the business in respecting human rights.

Anti-Bribery and Corruption Compliance Guide

Bribery and corruption have a serious impact on the social, economic and political environment of many countries. Bribery is not a victimless crime. It debases human rights and destroys confidence in democracy and the legitimacy of government. The effects of bribery and corruption are most felt by the world's poorest people.

Birimian is committed to the fight against bribery and corruption in all its guises and its approach, process and policy is set out in this Guide. It aims to achieve its goals whilst supporting and fostering development in the communities in which it operates. Birimian expects compliance with both the letter and spirit of the laws that govern Birimian's operations worldwide.

Occupational Health and Safety Policy

Birimian is committed to provide and maintain a safe and healthy work environment with the aim of 'Zero Harm' of occupational injuries and illnesses in the work place. Birimian believes that attaining a world class performance in occupational health and safety is critical to the long term success of our business.

The aim of this policy is to provide the overarching framework for Birimian to achieve world class occupational health and safety performance.

Environmental Policy

Birimian believes excellence in environmental performance is essential to business success and compatible with balancing the economic, social and environmental aspects of sustainable development. Birimian is committed to ensuring there is effective environmental management across all aspects of its operations.

The aim of this policy is to provide the overarching framework for the business to achieve a high standard of environmental performance.

Community Relations Policy

In its statement of core values, Birimian affirms that it exists to create shareholder wealth and this should be achieved by:

- (a) working safely, with due regard to employees' welfare and the environment;
- (b) respecting the attitudes and expectations of host communities;
- (c) acting with integrity, honesty and cultural sensitivity; and
- (d) contributing to the growth and prosperity of host countries through community development.

Birimian believes that exploration, mining and mineral processing activity can play a central role in sustainable community development by acting as a catalyst for positive economic and social change.

When operating in overseas jurisdictions, Birimian acknowledges the importance of understanding that it is operating in a "visitor" capacity in the country of interest and must engage with due respect in all interactions.

Diversity Policy

Birimian is committed to workplace diversity and recognises the benefits of employee and board diversity arising from the recruitment, development and retention of a talented, diverse and motivated workforce.

Diversity within the Company means all the things that make individuals different to one another, including, but not limited to, gender, ethnicity, religion, culture, language, disability, age and marital status. It involves a commitment to equality and treating one another with respect.

Risk Management Policy

Birimian recognises that the identification and effective management of risk, including prudent, informed risk taking, is an essential part of creating long-term shareholder value.

Birimian's risk tolerance is defined by the Board and is consistent with Birimian's strategy.

The aim of this policy is to integrate risk management into Birimian's strategy and operations.

Whistleblower Policy

Birimian's internal controls and the Code of Conduct are intended to prevent, deter and remedy any violation of applicable laws and regulations. However, even the best systems of control and procedures, cannot provide absolute safeguards against such violations.

This Whistleblower Policy governs the process through which employees, and others, either directly or anonymously, can notify Birimian's Whistleblower Officer of potential violations or concerns.

Securities Trading Policy

Birimian is committed to ensuring its Directors, Officers and employees who wish to trade Birimian securities have regard to the statutory provisions of the Corporations Act dealing with insider trading. Insider trading is prohibited at all times.

The aim of this Policy is to:

- (a) provide a brief and high level summary of the law on insider trading;
- (b) set out the restrictions on dealing in securities by people who work for, or are associated with, Birimian; and
- (c) assist in maintaining market confidence in the integrity of dealings in Birimian securities.

This policy extends to all securities owned or controlled by a person covered by this policy.

Continuous Disclosure Policy

Birimian believes that shareholder and market confidence is paramount and is committed to ensuring it complies with continuous disclosure obligations so that its investors have timely and equal access to important company information.

The aim of this Policy is to:

- (a) record and communicate Birimian's commitment to continuous disclosure;
- (b) provide a framework for Birimian to meet its obligations to disclose material information to the investment community; and
- (c) outline the corporate governance standards applied by Birimian in its market communications' practices.

Privacy Policy

Birimian has a firm commitment to protecting the privacy of any personal information that it collects and holds and is bound by legal obligations in terms of disclosure and use of personal information.

This policy sets out Birimian's commitment in this area.