



Whistleblower Policy

Abra Mining Pty Limited (“AMPL” or the “Company”) is committed to conducting all its business activities fairly, honestly with integrity, and in compliance with all applicable laws, rules, and regulations. This policy should also be considered in reference to the Galena Mining Limited Whistleblower policy, which is available in detail on the Galena Mining website (www.galenamining.com.au).

AMPL encourages reporting of violations (or suspected violations) of the Company’s Code of Conduct or any other potential illegal, unethical, or improper conduct and provides effective protection from victimisation or dismissal to those reporting such conduct.

The Company’s board of directors is responsible for the overall administration of the Whistleblower policy. The Board will act as the Whistleblower officer or may appoint a Whistleblower Protection Officer from time to time.

This Whistleblower Policy is intended to encourage and enable people to raise serious concerns within the Company. Reporting of a reportable matter under this Whistleblower Policy may be made via any of the following channels (as appropriate in each circumstance):

- I. to the Whistleblower Protection Officer, by phone at +61 8 9481 0389, or by mail to the Company’s registered office for the attention of the Whistleblower Protection Officer.
- II. to the relevant supervisor, senior manager or officer in the Company who makes, or participates in making, decisions that affect the whole, or a substantial part of the business of the Company, or who has the capacity to significantly affect the Company’s financial standing.
- III. to the Chairman of the Audit and Risk committee, or
- IV. any member of the Board.

While reports may be made anonymously, it may affect the ability of the Whistleblower Protection Officer to investigate the matter properly and to communicate with the discloser regarding the report.

All matters reported under the Whistleblower Policy will be investigated as soon as practicable after the matter has been reported. An investigation process will be conducted in a thorough, fair and objective manner. The investigating officer will report their findings to the Chairman of the Company who will determine the appropriate response. Any deliberate false reporting of a reportable matter will not qualify for protection under this Whistleblower Policy and will be treated as a serious matter and may be subject to a Code of Conduct investigation.

Anthony (Tony) James
Managing Director

April 2023