CODE OF CONDUCT

FORRESTANIA RESOURCES LIMITED

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01 PURPOSE

The purpose of this Code of Conduct is to provide a framework for decisions and actions in relation to ethical conduct in employment. It underpins Forrestania Resources Limited's (Company) commitment to integrity and fair dealing in its business affairs and to a duty of care to all employees, clients and stakeholders. The document sets out the principles covering appropriate conduct in a variety of contexts and outlines the minimum standard of behaviour expected from employees, directors and management.

The Company's core values and commitments are contained in the Company's Statement of Values and relate to:

Safety	We provide a safe working environment for our employees.
Integrity	We perform our work professionally, ethically and with honesty.
Respect	We place high value on people and the creation of an atmosphere of mutual respect and dialogue.
Transparency	We are open and honest in our communication and engagement with stakeholders.
Sustainability	We operate in an environmentally sustainable manner and minimise our impacts.
Community	We engage and cooperate effectively with local communities and indigenous groups that we may impact at a local and/or regional level.
Collaboration	We value the trust of all our stakeholders and strive to create a positive working environment founded on cooperation, reciprocity and responsibility.
Efficiency	We are committed to the highest working and management standards to ensure the long-term growth of the business and achievement of our long term targets.

02 ACCOUNTABILITIES

2.1 Managers and supervisors

Managers and supervisors are responsible and accountable for:

(a) undertaking their duties and behaving in a manner that is consistent with the provisions of the Code of Conduct;

(b) the effective implementation, promotion and support of the Code of Conduct in their areas of responsibility;

(c) ensuring employees under their control understand and follow the provisions outlined in the Code of Conduct;

(d) fostering a culture in which employees feel comfortable and supported to raise Code of Conduct concerns without fear of retaliation; and

(e) taking or recommending appropriate action to address any Code of Conduct concern raised with them, and not ignoring or dismissing a concern that is raised.

2.2 Employees, Directors and Management

All employees, Directors and Management are responsible for:

(a) undertaking their duties in a manner that is consistent with the provisions of the Code of Conduct;

(b) reporting suspected corrupt conduct; and

(c) reporting any departure from the Code of Conduct by themselves or others.

03 PERSONAL AND PROFESSIONAL BEHAVIOUR

When carrying out your duties, you should:

(a) behave honestly and with integrity and report other employees who are behaving dishonestly;

(b) act in accordance with the Company's values;

(c) act ethically and responsibly;

(d) carry out your work with integrity and to a high standard;

(e) operate within the law at all times;

(f) follow the policies of the Company; and

(g) act in an appropriate business-like manner when representing the Company in public forums.

If you are ever unsure whether a course of action is appropriate, it can help to ask yourself: is it consistent with the Company's values and policies; is it lawful; would you be comfortable if it became public; and would you be comfortable explaining the decision to your manager or family? If you hesitate on any of these questions, stop and raise the matter with your manager before proceeding.

04 CONFLICT OF INTEREST

Potential for conflict of interest arises when it is likely that you could be influenced, or it could be perceived that you are influenced by a personal interest when carrying out your duties. Conflicts of interest that lead to biased decision making may constitute corrupt conduct.

Some situations that may give rise to a conflict of interest include situations where you have:

(i) financial interests in a matter the Company deals with or you are aware that your friends or relatives have a financial interest in the matter;

(ii) directorships/management of outside organisations;

(iii) membership of boards of outside organisations;

(iv) personal relationships with people the Company is dealing with which go beyond the level of a professional working relationship;

(v) secondary employment, business, commercial, or other activities outside of the workplace which impacts on your duty and obligations to the Company;

(vi) access to information that can be used for personal gain; and

(vii) offer of an inducement.

You may often be the only person aware of the potential for conflict. It is your responsibility to avoid any conflict from arising that could compromise your ability to perform your duties impartially. You must report any potential or actual conflicts of interest to your manager.

If you are uncertain whether a conflict exists, you should discuss that matter with your manager and attempt to resolve any conflicts that may exist.

You must not submit or accept any bribe, or other improper inducement. Any such inducements are to be reported to your manager. Refer to the Company's Anti-Bribery and Anti-Corruption Policy for further information.

05 GIFTS, HOSPITALITY AND ENTERTAINMENT

Accepting gifts, hospitality or entertainment must always be lawful and consistent with this Code. Gifts, hospitality and entertainment can be a legitimate way of building business relationships, but must never be used, or be capable of being perceived as being used, to improperly influence a business decision.

You must not accept:

(i) product or service discounts that are not available to all employees;

(ii) gifts, favours or hospitality offered in exchange for business information or a business advantage;

(iii) gifts, hospitality or entertainment of an inappropriate value or nature; or

(iv) gifts, hospitality or entertainment that does not serve a genuine business purpose.

If you are unsure whether an offer is appropriate, discuss it with your manager before accepting. Any offer that does not meet these requirements should be politely declined and reported to your manager.

06 PUBLIC AND MEDIA COMMENT

6.1 Individuals have a right to give their opinions on political and social issues in their private capacity as members of the community.

6.2 Employees must not make official comment on matters relating to the Company unless they are:

(a) authorised to do so by the EC (Executive Chair); or

(b) giving evidence in court; or

(c) otherwise authorised or required to by law.

6.3 Employees must not release unpublished or privileged information unless they have the authority to do so from the EC.

6.4 The above restrictions apply except where prohibited by law, for example in relation to “whistleblowing”.

6.5 Refer the Company's Social Media Policy for further information.

07 USE OF COMPANY RESOURCES

7.1 Requests to use Company resources outside core business time should be referred to management for approval.

7.2 If employees are authorised to use Company resources outside core business times, they must take responsibility for maintaining, replacing, and safeguarding the property and following any special directions or conditions that apply.

7.3 Employees using Company resources without obtaining prior approval could face disciplinary and/or criminal action. Company resources are not to be used for any private commercial purposes.

08 SECURITY OF INFORMATION

Employees are to make sure that confidential and sensitive information cannot be accessed by unauthorised persons. Sensitive material should be securely stored overnight or when unattended. Employees must ensure that confidential information is only disclosed or discussed with people who are authorised to have access to it. It is considered a serious act of misconduct to deliberately release confidential documents or information to unauthorised persons and may incur disciplinary action.

09 INTELLECTUAL PROPERTY / COPYRIGHT

9.1 Intellectual property includes the rights relating to scientific discoveries, industrial designs, trademarks, service marks, commercial names and designations, and inventions and is valuable to the Company.

9.2 The Company is the owner of intellectual property created by employees in the course of their employment unless a specific prior agreement has been made. Employees must obtain written permission to use any such intellectual property from the Company Secretary/Group Legal Counsel before making any use of that property for purposes other than as required in their role as employee.

10 DISCRIMINATION, HARASSMENT AND BULLYING

10.1 Employees must not harass, bully, discriminate, or support others who harass, bully or discriminate against colleagues or members of the public on the grounds of sex, sexual orientation, gender identity or intersex status, pregnancy, marital or relationship status, age, race (including colour, nationality, descent, and ethnic or national origin), religion, disability, or family or carer's responsibilities, or any other attribute protected under applicable anti-discrimination or equal opportunity legislation.

10.2 For the purposes of this Code:

(a) discrimination occurs where a person, or a group of people, is treated less favourably than others because of a characteristic that person has, or is assumed to have, resulting in disadvantage to that person or group;

(b) harassment is unwelcome behaviour or language that a reasonable person would find offensive, intimidating or humiliating; it does not need to be repeated, and a single incident can amount to harassment;

(c) sexual harassment is unwelcome or unwanted conduct of a sexual nature that makes a person feel offended, humiliated or intimidated; and

(d) bullying is repeated, unreasonable behaviour directed at a worker or group of workers that creates a risk to health and safety.

10.3 Such harassment, discrimination or bullying may constitute an offence under legislation and, in some jurisdictions, a breach of work health and safety obligations relating to psychosocial hazards. Managers should understand and apply the principles of Equal Employment Opportunity.

11 WORKPLACE VIOLENCE AND AGGRESSION

Workplace violence and aggression are actions or threats that may physically or psychologically harm a person or group, including where a person is threatened, intimidated or physically assaulted. Violence and aggression are not permitted at any time or place where an employee is representing the Company, including at work-related functions, work-related travel and Company-arranged accommodation. Any incident of workplace violence or aggression must be reported to your manager immediately.

12 CORRUPT CONDUCT

Corrupt conduct involves the dishonest or partial use of power or position which results in one person/group being advantaged over another. Corruption can take many forms including, but not limited to:

(a) official misconduct;

(b) bribery and blackmail;

(c) unauthorised use of confidential information;

(d) fraud; and

(e) theft.

Corrupt conduct will not be tolerated by the Company. Disciplinary action up to and including dismissal will be taken in the event of any employee participating in corrupt conduct. Refer to the Company's Anti-Bribery and Anti-Corruption Policy for further information.

13 OCCUPATIONAL HEALTH AND SAFETY

13.1 It is the responsibility of all employees to act in accordance with occupational health and safety legislation, regulations and policies applicable to their respective organisations and to use security and safety equipment provided.

13.2 Specifically all employees are responsible for safety in their work area by:

(a) following the safety and security directives of management;

(b) advising management of areas where there is potential problem in safety and reporting suspicious occurrences; and

(c) minimising risks in the workplace, including psychosocial risks such as bullying, harassment, fatigue and excessive workloads.

13.3 Employees, contractors and visitors are expected to be fit for work at all times and must not be adversely affected by alcohol or illegal drugs, or adversely affected by medication, fatigue, injury or illness, while carrying out Company duties. If you believe you may not be fit for work for any reason, you must stop work and notify your manager immediately so that any associated risk can be managed. Employees, contractors and visitors may be required to undergo drug and alcohol testing in accordance with the Company's policies.

14 LEGISLATION

It is essential that all employees comply with the laws and regulations of the countries in which we operate. Violations of such laws may have serious consequences for the Company and any individuals concerned. Any known violation must be reported immediately to management.

15 HUMAN RIGHTS

The Company respects internationally recognised human rights and expects the same of its contractors, suppliers and business partners. The Company does not tolerate forced labour, child labour or human trafficking in its operations or supply chain. Employees must report any concern about these practices to their manager or the Company Secretary.

16 FAIR DEALING

The Company aims to succeed through fair and honest competition and not through unethical or illegal business practices. Each employee should endeavour to deal fairly with the Company's suppliers, customers and other employees.

17 INSIDER TRADING

All employees must observe the Company's "Trading Policy". In conjunction with the legal prohibition on dealing in the Company's securities when in possession of unpublished price sensitive information, the Company has established specific time periods when Directors, management and employees are permitted to buy and sell the Company's securities.

18 RESPONSIBILITIES TO INVESTORS

The Company strives for full, fair and accurate disclosure of financial and other information on a timely basis. Refer to the Company's Continuous Disclosure and Communications Policy.

19 BREACHES OF THE CODE OF CONDUCT

19.1 Employees should note that breaches of certain sections of this Code of Conduct may be punishable under legislation.

19.2 Breaches of this Code of Conduct may lead to disciplinary action. The process for disciplinary action is outlined in Company policies and guidelines, relevant industrial awards and agreements.

19.3 Any material breaches of the Code of Conduct will be reported by the Company Secretary to the Board.

19.4 Breaches of this Code which constitute criminal conduct may also be referred to the appropriate law enforcement authorities, in addition to any internal disciplinary action.

20 REPORTING MATTERS OF CONCERN

The Company prohibits any form of punishment, disciplinary or retaliatory action being taken against anyone for raising, or helping to address, a business conduct concern in good faith.

Employees are encouraged to raise any matters of concern in good faith with the head of their business unit or with the Company Secretary, without fear of retribution or victimisation. Eligible whistleblowers who make a disclosure under the Company's Whistleblower Policy may also be entitled to statutory protections under Part 9.4AAA of the Corporations Act 2001 (Cth).

If you are unsure who to contact, you can raise a matter of concern with any of the following:

(a) your manager or supervisor;

(b) a designated member of the Human Resources team;

(c) the Company Secretary; or

(d) any Director.

21 REVIEW

This policy shall be reviewed annually by the Board to ensure that it is operating effectively and ascertain whether changes are required to the code.

22 ASSOCIATED DOCUMENTS

— Statement of Values

— Anti-Bribery and Anti-Corruption Policy

— Continuous Disclosure and Communications Policy

— Social Media Policy

— Whistleblower Policy

Approved by the Forrestania Board September 2026