



**RESOURCES**

*resourcing the new economy  
for a better tomorrow*

# SOCIAL MEDIA POLICY

**EQ RESOURCES LIMITED**

**ACN 115 009 106**

[eqresources.com.au](http://eqresources.com.au)

## 1. PURPOSE

- 1.1 The aim of this policy is to:
- a) Protect EQR's reputation in relation to social media usage.
  - b) Ensure that all social media content referencing EQR is consistent and in line with EQR's Code of Conduct, Continuous Disclosure and Securities Trading policies.
  - c) Establish clear guidelines for professional use of social media on behalf of EQR as well as personal use of social media when referencing EQR.
  - d) Ensure that EQR's employees, contractors and service providers understand that they must not state, imply or allow others to reasonably assume that their personal views, opinions or commentary represent the views, position or policy of EQR unless they have been expressly authorised to speak on behalf of the Company.
- 1.2 This policy is for the **mutual protection** of EQR and its employees. It is **not** intended to prevent, discourage, or limit your expression of opinion or online activities. It does not apply to your personal use of social media applications where there is **no** nexus or connection to EQR.

## 2. SCOPE

- 2.1 This policy applies to:
- a) The Board and all EQR employees, contractors, and service providers (**You, you or your**)
  - b) Any use of social media where you are identified, or could reasonably be identified as an employee of, or contractor or service provider to, EQR.
  - c) All forms of social media and online communication platforms, including but not limited to personal and EQR-managed accounts, social networking sites, professional networking platforms, internal collaboration or communication platforms, instant messaging applications, group chats, media sites with comment functionality, blogs, online forums, discussion boards, review sites, podcasts, livestream platforms, webinars, and photo, video, audio or content-sharing platforms. This includes creating, publishing, commenting, replying, liking, reacting to, reposting, sharing, tagging, forwarding or otherwise engaging with content.
  - d) This policy applies in conjunction with the EQR Spokesperson and External Communications Policy, EQR IT Policy, EQR Code of Conduct, EQR Cyber Security Policy & EQR Continuous Disclosure Policy.

## 3. CONTEXT

- 3.1 You are personally responsible for the content you publish online and should be aware of the effect your actions may have or are likely to have on your reputation, EQR's reputation, or the reputation of its stakeholders.
- 3.2 You should be mindful that posts may be read by people from a variety of backgrounds who may not share your opinion, perspective, or communication style.
- 3.3 You must ensure you understand how to properly operate social media applications, including privacy and security settings. Claims of ignorance will not excuse any contraventions of this policy.
- 3.4 Any information posted or published on social media should be considered as publicly available information and comply with the policies listed in Section 2.1 (d).

## 4. POLICY

- 4.1 Only authorised employees or designated persons may post or respond on behalf of EQR. EQR social media accounts must not be created without prior written approval from the Managing Director or Site General Manager.
- 4.2 When referencing EQR, its subsidiaries, assets, projects or operations (including on personal accounts), you must comply with EQR's Values, Code of Conduct, Policies, Standards and Procedures and must not post content that could harm EQR, its reputation or stakeholders. This does not preclude you from tagging EQR when attending work-related and industry events, provided you comply with this Policy.
- 4.3 You must not post content that is unlawful, misleading, offensive, personally insulting, profane (whether obfuscated by symbols or not), discriminatory, defamatory or otherwise inappropriate.
- 4.4 You must not disclose Confidential, non-public or market-sensitive information about EQR, including any information about operations (production, exploration, customers, suppliers), financial position, or activities (incidents, safety matters).
- 4.5 When making comments on personal social media accounts, you must make it clear that you are expressing your own personal views. You must not use your EQR role, title or association in a way that gives undue weight to an opinion or suggests Company endorsement.
- 4.6 Social media must not be used to raise employment grievances; these must follow internal processes.
- 4.7 Information shared about EQR must be accurate. EQR may require removal, correction or clarification of content that you have posted, which is inaccurate, misleading, confidential, market-sensitive, damaging to EQR or inconsistent with EQR's policies or legal obligations.
- 4.8 Consent must be obtained, from your line manager, the Investor Relations and Communications Manager, the Company Secretary or the Managing Director, before referencing or posting images (photos, videos, drone footage, screenshots, etc) of individuals or third parties, and approval is required for use of third-party intellectual property.
- 4.9 You must not post, share, comment on, react to or speculate about any EQR Site incident, emergency, safety event, environmental event, security matter, crisis situation, regulatory matter, community concern or other sensitive event, including in a personal capacity.
- 4.10 If you receive questions, comments or requests for information about EQR through your social media, including from media, investors, analysts, suppliers, community members or other external parties, you must not respond on behalf of EQR unless authorised. **You may use the following response:**
- 4.11 *"Thank you for your enquiry. I am not authorised to comment on behalf of EQ Resources or provide the Company's position. Please direct your enquiry to EQ Resources' authorised spokespersons via [IR@eqresources.com.au](mailto:IR@eqresources.com.au)."*

## 5. NON-COMPLIANCE

- 5.1 You must immediately report any actual, suspected or inadvertent breach of this Policy to your line manager, the Investor Relations and Communications Manager or the Managing Director, who will report it to the Company Secretary.
- 5.2 Failure to comply with this Policy may result in disciplinary action, up to and including termination of employment or engagement. Non-compliance may also result in legal, regulatory, reputational or financial consequences for EQR and/or the individual involved.

## 6. MANAGEMENT OF POLICY

- 6.1 EQR has nominated the **Company Secretary** as the person with primary responsibility for compliance with this Policy and making you aware of this Policy. Any questions about this Policy should be referred to them.
- 6.2 This Policy will be reviewed by our Board **every 2 years** to ensure it remains effective and meets best practices, industry standards, and our needs.
- 6.3 This Policy will be available on EQR's website within a reasonable time after any such updates or amendments have been approved.
- 6.4 This Policy cannot be amended without written approval from the Board of Directors.

## 7. DOCUMENT VERSION CONTROL

<b>Policy Status:</b>	<b>Adoption</b>	2 June 2026
	Version	V1 2 June 2026
<b>Endorsement Body:</b>	EQ Resources Board	
<b>Approval Body:</b>	EQ Resources Board	
<b>Maintained by:</b>	Company Secretary	