

Policy

Declaration of Interests

Our Commitment

Fortescue Metals Group Limited (Fortescue) is committed to doing business with integrity and honesty, and in compliance with the laws of every country in which it operates. In order for the Company to maintain its reputation for transparent and accountable business dealings, Employee Interests are accurately recorded and appropriately managed.

Our Strategy

The following Interests are required to be disclosed, and in some cases managed, by Employees:

- Actual Conflicts of Interest;
- Potential Conflicts of Interest;
- Perceived Conflicts of Interest; and
- Other Disclosable Interests.

Other Disclosable Interests include:

- Where an Employee is a Politically Exposed Person (PEP);
- Where an Employee holds secondary employment, or otherwise receives payment for the performance of services, outside of Fortescue;
- Where an Employee owns 50% or more of a registered company;
- Where an Employee is a director, officer, secretary or member of a board of a registered company, council or not-for-profit organisation; and
- Where an Employee has a Disclosable Intimate Relationship with another Employee.
- Fortescue recognises and respects its Employees' rights to take part in financial, business and other activities in their own time, however, any such activities should not impact an Employee's impartial and dedicated performance of their duties.

Responsibility



It is the responsibility of Fortescue directors, officers, employees, contractors, consultants and secondees to read, understand and adhere to this Policy, and all related Standards, Guidelines and Procedures.

"signature not required if approved online in PIMS"

"Insert Date approved here"

Cameron Wilson
Company Secretary
Choose an item.

Dated



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Status	IFU - Issued for Use	17-Jul-23
Summary of Changes	Update Other Disclosable Interest to include "Where an Employee has a Disclosable Intimate Relationship with another Employee."	
Author	Meagan Briotti, Senior Manager, Governance and Compliance	<hr/> Signature
Checked or Squad Review# (if applicable)	Cameron Wilson, Company Secretary and Director, Governance and Compliance	<hr/> Signature
Approved	Cameron Wilson, Company Secretary and Director, Governance and Compliance	<hr/> Signature
Next Review Date (if applicable)	17-Jul-28	

Revision History (to be completed for each version retained by Document Control)					
Author	Checker	Approver	Rev No.	Status	Issued Date
Meagan Pillinger	Cameron Wilson	Cameron Wilson	1	IFU	17/08/2021
Communications	Communications	Communications	2	IFU	21/03/2023
Meagan Briotti	Cameron Wilson	Cameron Wilson	3	IFU	17/07/2023