

## Director and Employee Incentive Hedging Policy

### Policy

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The Riedel Resources Limited (“Riedel” or “Company”) director and employee incentive hedging policy imposes securities trading restrictions on a director or an employee of Riedel and its related companies. Nothing in this policy detracts from the Riedel Security Trading Policy as published on the Company’s website in the corporate governance section.

For the purposes of the Policy, employees include directors and any persons who are employed by Riedel or any of its related companies.

### Incentive Hedging

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#### *What is Incentive Hedging?*

The issue of options or performance rights to directors and employees is designed to align the incentives with the Company’s performance over the longer term.

This alignment and exposure to risk also provides an opportunity to trade in financial markets to hedge a position against poor stock price performance of the Company. Several financial instruments have been developed which allow hedging of “at risk” components in compensation packages. Examples of such instruments include zero cost collars, equity swaps, and basket hedges.

### Objective

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The issue of Company options or performance rights is designed to create incentives for directors and employees to work diligently and increase Company performance over the longer term, and therefore any incentive hedging potentially undermines these objectives in pay schemes and may significantly alter the directors or employees interest in the Company’s performance. Employee incentive hedging has the potential to adversely affect Company performance.

No employed or Directors are permitted to hedge any incentives that have been issued to them from the Company.

### Queries or Problems

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Breaches of this policy will be subject to disciplinary action, which may include termination of employment.



## Breach of the Policy

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If you have any questions about this Policy or hold securities or futures contrary to this Policy and need to sell them or think you have Inside Information and don't know what to do, please contact the Company Secretary.