Statement of Values

1. Introduction

(a) Pioneer Minerals Limited (**Company**) instils and reinforces a culture across the Company of acting lawfully, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, senior executives and employees work to reinforce these values.

(b) The Company's senior executives have the responsibility of instilling these values across the Company including ensuring that all employees receive appropriate training on the values and referencing and reinforcing the values in interactions with employees.

2. Statement of values

2.1 Statement of values

(a) The Company has adopted this Statement of Values to express the standards and behaviours it expects from its directors, senior executives and employees to fulfil its purpose and meet is goals.

(b) As per Principle 3 of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations, 4th Edition:

(i) A listed entity should instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly.

(ii) A listed entity should articulate and disclose its values.

(c) This Statement of Values applies to the Company, and its subsidiaries.

2.2 Our Business (Mission)

(a) We are a mineral exploration company, committed to exploration through the application of world class mineral practices and procedures.

(b) We are committed to empowering communities by providing opportunities that create prosperity and deliver positive economic, social and environmental benefits, within the communities which host the Company's activities.

(c) We are committed to the use of advanced technology, and application of industry best practice, in evaluating and developing projects in order to maximise economic value and minimise any social or environmental impact.

2.3 Our Commitment

(a) To respect the rights and interests of native title holders and Traditional Custodian groups to protect and promote Indigenous history and culture.

(b) To safeguard our environment and protect biodiversity for future generations.

(c) To maximise returns for our shareholders.

(d) To perform in a responsible and efficient manner in the conduct of our work systems and procedures.

(e) To actively engage with all of our stakeholders with a focus on sustainable exploration and development.

(f) To promote industry best practice, occupational health and safety among our workers and business partners, permanently controlling the risks inherent in our operations. We will comply with applicable laws and regulations of the jurisdictions in which we operate.

(g) To promote the ongoing care and protection of the environment within which we operate.

(h) We acknowledge that our people are our greatest asset and are thus committed to providing a safe work environment, offering opportunity for personal and professional development, and promoting self-protection, austerity, ethics, integrity and honesty.