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Brazilian Nickel PLC Partners with Paradigm for Parity to Achieve Gender Parity by 2030

Brazilian Nickel PLC (“BRN” or the “Company”), the privately held UK company developing its nickel laterite heap leach project in Brazil, is pleased to strengthen its commitment to achieving gender parity in the Company through its partnership with Paradigm for Parity.

Paradigm for Parity is a union of business leaders, board members and academics addressing the corporate leadership gender gap by implementing a five point action plan to accelerate its goal of creating gender parity by 2030. This is achieved through minimising unconscious bias in the workplace; significantly increasing the number of women in senior operating roles, with the near-term goal of at least 30% representation in all leadership groups; measuring targets and maintaining accountability by providing regular progress reports; basing career progress on business results and performance, rather than physical presence in the office; and providing sponsors, not just mentors, to women well positioned for long term success.

Commenting on its partnership, Anne Oxley, Technical Director, said: *“We are proud to be partners with Paradigm for Parity and its quite fitting that we announce this on International Women’s Day as we join and support the action plan and collective goal of curbing workplace inequality and achieving parity by 2030.*

“This is in line with our Inclusion and Diversity Policy where, as a Company, we have designed a plan which is promoted from the top down of Brazilian Nickel, to support women in the workplace and create a more female friendly environment. As part of this we have established mentor and sponsorship programmes, as well as developed female focused recruitment programmes.”

About the Paradigm for Parity® Movement

The Paradigm for Parity® coalition is comprised of chief executive officers, senior executives, founders, board members and business academics who are committed to achieving a new norm in corporate leadership: one in which women and men have equal power, status, and opportunity.

The coalition created the Paradigm for Parity® 5-Point Action Plan for corporations to accelerate the pace of gender equity in senior executive roles. This unique agenda defines bold and specific actions that when taken together and simultaneously implemented as a package, will catalyze change and enable today’s business executives to secure the best leaders of tomorrow. Visit www.paradigm4parity.com or follow on Twitter using [@p4parity](https://twitter.com/p4parity) to learn more about this exciting initiative.

About Brazilian Nickel PLC

BRN is a privately held UK company established in May 2013 to develop nickel laterite heap leach projects worldwide, beginning with its flagship Project in Brazil. The BRN team are all highly experienced mining industry professionals with extensive experience in Latin America and worldwide. The team has been developing and commercialising the heap leaching of nickel laterites for over 20 years with a view to building a world class nickel and cobalt producing company.

BRN aims to provide long-term benefits through continuous improvements in health, safety and environmental performance, sharing the benefits of our activities with the communities within which we operate. BRN will achieve this by targeting zero harm to our employees, leaving a positive legacy in the community, conserving and where possible enhancing the natural environment, respecting and protecting the rights of employees and host communities, while doing business responsibly and transparently.

About the Piauí Nickel Project

The Piauí Nickel Project is an advanced-staged Battery Metals project with a JORC resource of 72 million tonnes at 1.0% Ni and 0.05% Co, with 73% of the resource in the JORC Measured category. All metallurgical test work in support of a BFS is complete and the key environmental permits (Licenças Previas) have been awarded. The project envisages near-term production of nickel hydroxide product and a cobalt hydroxide product to supply the surge in demand for these metals in, among others, electric vehicle batteries. The small scale PNP 1000 project will quick-start operations by expanding the existing demonstration plant at the site, and will allow BRN to benefit from today's increasingly strong nickel prices.

For more information please visit the company website at www.braziannickel.com, as well as following the company on [Twitter](#), [LinkedIn](#) and [YouTube](#).

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