

# DIVERSITY & INCLUSION POLICY

De Grey Mining Ltd (the company) is committed to engaging a diverse and inclusive workforce. The company recognises the importance of diversity and inclusion and the innovation and benefits a diverse workforce can contribute to achieve overall business success.

The Company is committed to inclusion across the company, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

This Diversity Policy does not form part of an employee's contract of employment, nor gives rise to contractual obligations, however, all directors, employees, contractors and business partners have a responsibility to support and drive workplace diversity and inclusion.

## The Board's commitment

The Board is committed to actively promoting workplace diversity and inclusion and supports the representation of diverse employees at all levels of the organisation and on the Board.

The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Diversity Policy and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

## Objectives and Strategies

The Diversity Policy provides a framework for the Company to achieve diversity through the following objectives and corporate strategies, including but not limited to:

- (a.) Engaging a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- (b.) a workplace culture underpinned by inclusive practices and behaviours for the benefit of all workers;
- (c.) an inclusive workplace where discrimination, harassment, sexual harassment and victimisation will not be tolerated;
- (d.) improved recruitment, talent management and career development opportunities for diverse candidates including females based on recognition of skills, qualifications and knowledge and values fit for the business;
- (e.) Recruiting the right people for the right roles by providing the opportunity for diverse candidates through the recruitment and internal recruitment channels regardless of discriminatory factors;
- (f.) enhanced recruitment practices whereby the best person for the job is employed, which requires the consideration of a broad and diverse pool of talent and provides greater opportunity for diverse candidates including awareness of constraints;
- (g.) a work environment that promotes diversity and values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives;
- (h.) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity, (collectively, the Objectives);
- (i.) Other strategies as developed by the Board from time to time;
- (j.) Awareness and promotion of this policy and strategic objectives.

## Accountabilities and Responsibilities

The **Board** will be responsible for establishing measurable objectives for achieving diversity and will annually assess both the objectives and progress in achieving them.

The **Board** maintains oversight and responsibility for the Company's continual review and monitoring of its diversity practices and development of strategies to meet the Objectives. These objectives will be reviewed annually.

The **Managing Director** is accountable to implement the policy

The **Company** is responsible for implementing, monitoring and reporting on the Measurable Objectives.

**Managers** are responsible to provide the opportunity to diverse candidates and promote and fill roles considering the positive impacts of diversity and inclusion on the business.

**Employees** are accountable to comply with this policy and promote diversity and inclusion in the workforce

## Review of Policy

The Board will review this Diversity and Inclusion Policy and update it as required.



**C Nelmes**

**Company Secretary (*on behalf of the Board*)**

**Date: 13<sup>th</sup> October 2022**