

Aurelia Metals Limited
ACN 108 476 384

Diversity and Inclusion Policy

Contents

Contents	2
1 Purpose.....	3
2 Policy.....	3
3 Responsibility and compliance	4
4 Training.....	4
5 Contacts.....	4
6 Review and updates to Policy.....	4

Diversity and Inclusion Policy

1 Purpose

Diversity at Aurelia Metals Limited (“**Aurelia Metals**” or the “**Company**”) is about our commitment to equality, inclusiveness and accepting, valuing and respecting each person’s differences. The Company recognises that a diverse workforce offers a wide range of perspectives and unique skills and experiences that can enhance decision making and lead to better business outcomes.

Aurelia Metals is committed to growing a diverse workforce and work environment in which every employee is treated fairly, respected and has the opportunity to contribute to business success, while being given the opportunities to realise their full potential as individuals.

Aurelia Metals is committed to inclusion at all levels of the Company regardless of gender, marital or family status, sexual orientation, age, disability, ethnicity, religious beliefs or cultural background. In order to have an inclusive workplace, sexism, racism, discrimination, harassment (including sexual harassment), vilification and victimisation cannot and will not be tolerated.

2 Policy

Embracing diversity in the workforce contributes to the Company achieving its corporate objectives, enhances its reputation and enables the Company to:

- recruit the right people from a diverse pool of talented candidates;
- create an inclusive culture that embraces diversity;
- retain and develop an appropriate skills base in the Company; and
- make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in the Company.

When promoting and managing diversity and inclusion Aurelia Metals will:

- Attract and retain a skilled and diverse workforce that includes the talent available in the communities in which our assets are located and our employees reside.
- Promote and maintain a work environment that values and utilises the contributions of employees with diverse backgrounds, experience and perspectives.
- Build and maintain a safe working environment by taking action against inappropriate workplace behaviour including discrimination, harassment (including sexual harassment), bullying, victimisation and vilification.
- Design and implement programs that will assist in building a workforce that is diverse and inclusive and that is provided with opportunities to develop skills and experience for career advancement, learning and development, including mentoring programs and targeted training and development.

- Ensure that recruitment and selection practices (at all levels from the Board downwards) are fair and that all candidates are considered on the basis of their skills, qualifications and abilities. Job specifications, advertisements, application forms and contracts will not contain any form of bias that may discriminate against certain candidates.
- Provide safe and effective avenues for employees to raise concerns, appropriately address those concerns, and encourage anyone with concerns or who witnesses inappropriate behaviour to speak up.
- Provide opportunities for employees on extended parental leave to maintain their connection with the Company.

3 Responsibility and compliance

The Board is committed to workplace diversity. The Board is responsible for developing measurable objectives and strategies to meet the objectives of this Policy and monitoring the Company's progress against these objectives.

Everyone working at Aurelia Metals is responsible for understanding this Policy and incorporating it into their daily work practices and for reporting violations of this Policy. Everyone should feel safe to report any inappropriate behaviour that they experience or witness that is contrary to this Policy. Aurelia Metals will take all reports seriously, respecting the party's confidentiality and where appropriate investigating reports through either the internal grievance process or external whistleblower process.

4 Training

Awareness of this Policy will form part of the Induction at the time of employment commencing and appropriate resources, training and support will be provided by the Company.

5 Contacts

If you have any questions about this Policy, please contact the Company's Group Manager, Risk and Sustainability.

6 Review and updates to Policy

This Policy will be periodically reviewed to ensure that it is operating effectively and whether any changes are required to this Policy.

This Policy is adopted as at 15 October 2020 and revised and updated as per the table below.

REVISION	DATE	CHANGE DESCRIPTION
1	15 October 2020	Original Policy
2	21 June 2021	Updated Policy