DIVERSITY AND INCLUSION POLICY

Purpose

Endura Mining (**Company**) is committed to creating a diverse and inclusive workplace where all individuals are treated with equality and respect, and are able to contribute to business success while realising their full potential.

Definitions

"**Diversity**" refers to all characteristics that make individuals different from each other. It includes characteristics such as age, caring responsibilities, religious beliefs, cultural diversity, nationality, ethnicity, gender or gender identity, sexual orientation, disabilities, marital or family status, socio-economic background, perspectives and experience, or any other area of potential difference.

"**Inclusion**" is respecting differences and enabling a diverse mix of people to work effectively together, by creating an environment where all people feel welcome, respected, and valued to fully participate, have access to opportunities and resources, and are able to contribute their perspectives and talents to improve the organisation.

"**Personnel**" shall mean:

- all directors, senior executives, employees and officers of the Company;
- contractors (including sub-contractors) occupying permanent or part time fixed term contracts;
- consultants or suppliers of goods or services and their employees; and
- third parties including intermediaries and associates.

Scope

This policy applies to all Personnel, and includes the recruitment and selection of employees at all levels, the terms and conditions of employment contracts, talent identification, promotion, work assignment, training and development, and any other aspect of employment.

Policy

The following objectives underpin our approach to diversity and inclusion:

- attracting and retaining a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located and our employees reside;
- ensuring that applicants and employees of all backgrounds are encouraged to apply for, and have fair opportunity to be considered for, all available roles
- building and maintaining a safe and inclusive work environment by acting against inappropriate workplace behaviour;
- providing employees with opportunities to develop skills and experience for career advancement;
- ensuring that our standards and procedures support flexible work practices to meet the differing needs of our employees; and

- ensuring that employees on extended leave have the opportunity (without any obligation) to maintain their connection with the Company.

Responsibilities

All Personnel are responsible for:

- ensuring that people are treated with respect;
- understanding their role in promoting diversity and inclusion, and incorporating that role into their daily work and employment practices;
- ensuring that biases are not impacting decisions made when recruiting, evaluating performance, remuneration and promotions, providing development opportunities, and when sharing employee feedback; and
- reporting violations or suspected violations of this policy to their direct manager, or if not appropriate, an independent senior manager (see also the Company's Whistleblower Policy).

Oversight & Enforcement

The implementation, monitoring and review of this policy is the responsibility of the Head of People and Culture and the Board will be provided regularly with reports on progress and performance.

This policy will be subject to regular periodic review which as a minimum will be conducted annually.