

**MOUNT HOPE MINING
LIMITED**

ACN 677 683 055

Diversity Policy

Diversity Policy

1 Introduction

Mount Hope Mining Limited ACN 677 683 055 (**Company**) acknowledges the commercial benefits that can flow from embracing diversity and recruiting directors, officers and employees (**Personnel**) with diverse backgrounds, skills and worldviews. The Company recognizes that fostering a diverse workforce is likely to:

- (a) assist in attracting and retaining first-class Personnel;
- (b) promote innovation throughout the Company; and
- (c) maintain a positive reputation for the Company.

The Company recognises that diversity extends beyond gender and includes, but is not limited to, differences that relate to age, physical and mental disability, marital or family status, religious or cultural background, sexual orientation and gender identity.

2 Application

- (a) The Company and all its related bodies corporate are committed to workplace diversity.
- (b) The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.
- (c) Diversity includes, but is not limited to, gender, age, sexuality, ethnicity, identifying as an Australian aboriginal person, and cultural background.
- (d) To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.
- (e) The Diversity Policy does not form part of an employee's contract of employment with The Company, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the Diversity Policy forms a direction of the Company with which an employee is expected to comply.

3 Objectives

- (a) The Diversity Policy provides a framework for the Company to achieve:
 - (i) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
 - (ii) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;

- (iii) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- (iv) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

(collectively, the **Objectives**).

- (b) The Diversity Policy does not impose on the Company, its directors, officers, agents or employee any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

4 Responsibilities

4.1 The Board's commitment

- (a) The Board is responsible for developing measurable objectives and strategies to meet the Objectives of the Diversity Policy (Measurable Objectives) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.
- (b) The Board may also set Measurable Objectives for achieving diversity and monitor their achievement.
- (c) The Remuneration and Nomination Committee will conduct all Board appointment processes in a manner that promotes diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

4.2 Strategies

The Company's diversity strategies include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- (b) reviewing succession plans to ensure an appropriate focus on diversity;
- (c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (d) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- (e) developing a culture which takes account of domestic responsibilities of employees; and
- (f) any other strategies the Board develops from time to time.

5 Monitoring and Evaluation

- (a) The Chair will monitor the scope and currency of this policy.

- (b) The Company is responsible for implementing, monitoring and reporting on the Measurable Objectives.
- (c) The Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

6 Reporting

The Board will include in the Annual Report each year:

- (a) the Measurable Objectives, if any, set by the Board;
- (b) progress against the Objectives; and
- (c) the proportions of women and men employees in the whole organisation, at senior management level and at Board level (including how 'senior management level' is defined for these purposes).