
DIVERSITY POLICY

INTRODUCTION

Dragon Mining Limited and all its related bodies corporate (Dragon Mining) are committed to workplace diversity and recognise the benefits arising from employee and board diversity, including a broader pool of quality employees, improving employee retention, accessing different perspectives, and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

To the extent practicable, Dragon Mining will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

OBJECTIVES

The Diversity Policy provides a framework for Dragon Mining to achieve:

- a diverse and skilled workforce, leading to continuous improvement in company performance and achievement of corporate goals;
- a workforce that best represents the talent available in the communities in which our assets are located and our employees reside;
- 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;
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- an environment that encourages the development of necessary skills and experience for leadership roles;
- improved employment and career development opportunities for women;
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity; and
- workplaces that are free from all forms of discrimination and harassment,

collectively, the **Objectives**.

The Diversity Policy does not impose on Dragon Mining, its directors, officers, agents or employees 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 overseas jurisdiction.

STRATEGIES

Strategies to help achieve the Objectives include:

- facilitating a workplace culture that takes into account domestic responsibilities of employees;
- facilitating training to staff who are from diverse backgrounds to enhance the retention of new employees and promotion of existing employees;
- recruiting from a diverse pool of candidates for all positions, including senior management and board appointments; and
- reviewing succession plans to ensure an appropriate focus on diversity.

RESPONSIBILITIES

The Dragon Mining board is committed to workplace diversity, with a particular focus on supporting the representation of women at a senior level of Dragon Mining and on the Dragon Mining board.

The Remuneration and Nomination Committee are 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.

The Remuneration and Nomination Committee may also set Measurable Objectives for gender diversity and monitor their achievement.

The Remuneration and Nomination Committee will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

MONITORING AND EVALUATION

Dragon Mining is responsible for implementing, monitoring and reporting on the Measurable Objectives as established by the Remuneration and Nomination Committee.

Measurable Objectives will be included in the annual key performance indicators for the Managing Director and senior executives.

The Objectives of the Diversity Policy will be reviewed by the Board annually.

REPORTING

The Remuneration and Nomination Committee will report to the Board annually on the progress of Measurable Objectives and achievement of overall Objectives.

The Board will include in the Annual Report each year any Measurable Objectives set by the board, progress against achieving Measurable Objectives and the proportion of women at three levels in the organisation (whole organisation, senior management and Board level).