

Diversity and Inclusion Policy

Purpose

Diversity and inclusion at Federation Mining (The “Company”) is about commitment to equality and the treatment of all individuals with respect.

Federation Mining is dedicated to growing an inclusive and diverse workforce, aligned with the company’s values, where every employee is treated fairly, feels respected and where they are able to contribute to business success and realise their full potential.

Diversity at Federation Mining 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 refers to our diverse range of people feeling welcomed, respected and valued to fully participate, have access to opportunities and resources, and be able to contribute their perspectives and talents to improve the organisation.

Definitions

“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; or
- third parties including intermediaries and associates.

Scope

This policy applies to all Federation Mining Personnel acting on the company’s behalf and includes the recruitment and selection process at all levels, terms and conditions of employment, including pay and remuneration, talent identification, promotion, work assignment, training and development and any other aspect of employment.

Oversight & Enforcement

The implementation, monitoring and review of this policy is the responsibility of the Vice President responsible for Human Resources and the Board will be provided regularly reports on progress and performance.

Responsibilities

It is the responsibility of all Personnel to understand and comply with the Company’s Diversity and Inclusion Policy, incorporating it into their daily work practices and report violations or suspected violations in accordance with this Diversity and Inclusion Policy to their direct manager or not appropriate an independent Senior Manager.

Managers are responsible for understanding their role in promoting diversity and inclusion, communicating and implementing policies, standards and procedures effectively and working with staff to integrate the values of diversity into employment practices.

Policy

When valuing and managing diversity, Federation will:

- Attract and retain a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located and our employees reside
- Build and maintain a safe and inclusive work environment by acting against inappropriate workplace behaviour including discrimination, harassment, bullying, victimisation and vilification
- Set objectives and targets for diversity which will be monitored and reviewed against the effectiveness of this policy and associated procedures
- Build a workforce that is provided with opportunities to develop skills and experience for career advancement, learning and development
- Ensure that succession and talent management processes provide the necessary learning and development opportunities to develop a broader and more diverse pool of skilled and

experienced employees, that over time, will be considered for advancement to more senior roles, including the Executive Team and the Board

- Ensure appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring internal and external staff, including Board members. Recruitment practices at all levels including job specifications, advertisements, application forms and contracts will guard against biases (real or perceived) that might discriminate against certain candidates
- Ensure diversity is a key element of the recruitment process and briefing of external recruitment agencies
- Ensure that applicants and employees of all backgrounds are encouraged to apply for, and have fair opportunity to be considered for, all available roles
- Ensure that our standards and procedures support flexible work practices to meet the differing needs of all employees
- Comply with equal opportunity and anti-discrimination legislation

Signed: S.M. Le Messurier

Mark Le Messurier

Managing Director

November 2021