

Diversity & Inclusion Policy

At Ramelius a core value is being authentic. We support and promote a skilled and diverse workplace that is aligned with our values and Code of Conduct, where people feel respected, valued and empowered to thrive and inspire others.

We recognise that a workplace that values and encourages diversity and inclusion is fundamental to our success. We value people with diverse backgrounds and experience and afford opportunities regardless of gender, religion, culture, age, mental or physical disability, marital status or other protected attributes described in the *Fair Work Act 2009* (Cth). Bullying, harassment, vilification and victimisation, in any form, will not be tolerated.

To ensure a sustainable and successful business for our people, shareholders and the communities in which we operate, we are committed to:

- Maintaining an inclusive culture that accepts, respects and recognises individual differences such as background, skills, talents and perspectives, and treating others equally and with respect at work, and in any work-related activity or interaction
- Ensuring that all Ramelius directors, employees and contractors (Ramelius Personnel) are aware of and understand their workplace rights, obligations and duties regarding diversity, inclusion, harassment and bullying
- Complying with all relevant legislative requirements
- Recruiting, managing performance and providing opportunities equally, based on individual merit, skills and capability, to ensure vacancies are filled with the most suitable employees available
- Providing access to advice, information or support and a fair process for confidentially resolving any conduct that may constitute discrimination, harassment or bullying

It is expected that Ramelius Personnel will:

- Treat other Ramelius Personnel and those seeking employment fairly and afford opportunities based on merit and capability
- Refrain directly or indirectly from any behaviour that constitutes harassment and bullying, including victimising, humiliating, undermining, intimidating, threatening or which otherwise creates a risk to health and safety, including sexual harassment
- Offer assistance or support to any person who is or feels that they have been discriminated against, harassed or bullied
- Speak up, or hold others to account, following Company procedures, if they see, or feel they have been subject to, any discrimination, vilification, harassment or bullying

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February 2022