



Diversity and Inclusion Policy

Approved by the Board with effect from 19 June 2023

1. Purpose

- 1.1 OreCorp Limited (**Company**), together with its subsidiaries including Sotta Mining Corporation Limited (collectively, the **Group**) is committed to workplace diversity and inclusion at all levels of the Group regardless of race, colour, gender, marital or family status, sexual orientation, gender identity, age, physical or mental disabilities, carer responsibilities, ethnicity, political beliefs, religious beliefs, cultural background, socio-economic background and perspective, or any other area of potential difference.
- 1.2 This Diversity and Inclusion Policy (**Policy**) is consistent with the Company's core value of "Caring", as identified in the Company's Statement of Vision, Mission and Values.
- 1.3 By employing people with varying skills, gender, cultural backgrounds, ethnicity and experience, the Group recognises that a diverse workforce will contribute to the Company's growth, improved productivity, culture and performance, and assist in attracting, retaining and motivating talented employees from the widest possible pool available.
- 1.4 The Group is committed to creating a respectful and inclusive workplace and does not tolerate discrimination, bullying, harassment, vilification or victimisation in any context.
- 1.5 This Policy does not form part of an employee's contract of employment, nor give rise to contractual obligations. However, to the extent that the Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the Policy forms a direction given by the Group with which an employee is expected to comply.

2. Scope

- 2.1 Supporting workplace diversity and inclusion is the responsibility of everyone engaged in activities under the Group's control. All directors, management and employees must comply with this Policy. Where appropriate, agents, contractors and supply chain partners will be made aware of the Company's expectation as set out in this Policy.
- 2.2 This Policy does not impose any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination, equal employment opportunity or similar laws anywhere in the world.

3. Objectives

3.1 This Policy provides a framework for the Group to achieve:

- (a) A diverse and skilled workforce, leading to continuous improvement and achievement of corporate goals;
- (b) A workplace culture characterised by inclusive practices and behaviours for the benefit of all employees;
- (c) Improved career development opportunities for all employees, irrespective of the matters noted in section 1.1 of this Policy;
- (d) A workplace environment that values and utilises the contributions of all employees through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- (e) An awareness in all employees of their rights and responsibilities with regards to fairness, equality and respect in all aspects of diversity and inclusion,

(collectively, the **Objectives**).

4. Responsibilities

4.1 Board commitment

It is the responsibility of the Board to:

- (a) Foster a work environment supporting diversity and inclusion and respecting individual differences;
- (b) Develop strategies to achieve the Objectives; and
- (c) Conduct all Board appointment processes, as advised by the Remuneration and Nomination Committee, in a manner that promotes diversity and inclusion, having regard to the matters noted in section 1.1 of this Policy. The Board appointment processes will guard against any conscious or unconscious biases, establishing a structured approach for identifying a pool of candidates and using external experts where necessary.

4.2 Senior executives' commitment

The Group expects senior executives to:

- (a) Demonstrate a commitment to diversity as outlined in this Policy, foster individual career development in accordance with this Policy, and make decisions on selection and promotion on the basis of performance, skill and merit;
- (b) Work to create an environment where people demonstrate respect for others and which is free from unlawful discrimination, harassment and bullying; and

- (c) Support individuals to resolve concerns or complaints that arise in the context of diversity.

4.3 Individuals

The Group expects each individual to:

- (a) Demonstrate consideration for the cultural and social differences of the people with whom they work;
- (b) Communicate with others politely and respectfully;
- (c) Act to prevent or stop unlawful discrimination, harassment and bullying in the workplace;
- (d) Raise any diversity concerns, including any breach of the Policy, with the CEO & Managing Director or the Chair, as appropriate, and where a concern has been raised, engage constructively to resolve that concern; and
- (e) Participate in any initiatives that support the achievement of the Objectives.

5. Strategies

The Group's diversity and inclusion strategies developed by the Board include:

- (a) Identifying specific factors in the recruitment and selection processes to encourage diversity and inclusion, and thereby recruiting from a diverse pool of candidates for all positions, including the Board as well as senior executives, while complying with local laws and regulations;
- (b) Considering programs to assist in the development of a broad and diverse pool of skilled and experienced employees;
- (c) Maintaining a remuneration framework which ensures pay equality across roles and grades of employees based on individual performance, experience, location of role and job nature;
- (d) Reviewing succession plans to ensure an appropriate focus on diversity and inclusion;
- (e) Providing flexible working arrangements across all levels of the Group, to the extent practically possible, taking into account the nature of the work performed;
- (f) Developing a culture which takes account of domestic responsibilities of all employees; and
- (g) Any other strategies the Board develops from time to time.

6. Measurable objectives

- 6.1 The Board may set measurable objectives for achieving gender diversity that are appropriate for the Group, which if established will be disclosed in the Company's corporate governance statement prepared in accordance with ASX Listing Rule 4.10.3.
- 6.2 These measurable objectives may include appropriate and meaningful benchmarks that are able to be, and are, measured and monitored for effectiveness in addressing any gender imbalance issues in the Group. These could include achieving specific numerical targets (eg. a target percentage) for the proportion of women employed by the organisation generally, in senior executive roles and on the Board within a specified timeframe.
- 6.3 The Board may also set measurable objectives in relation to other aspects of diversity that are appropriate for the Group.

7. Review

- 7.1 This Policy shall be reviewed regularly and at least annually by the Board to ensure it is operating effectively and to ascertain whether any changes are required.