

DIVERSITY POLICY

BENEFITS OF DIVERSITY

Mineral Deposits Limited (**MDL** or the **Company**) recognises that a talented and diverse workforce is a key competitive advantage and its success is a reflection of the quality and skills of its people. The Company benefits by bringing together high-quality people who possess a diverse range of experiences, skills, backgrounds and perspectives.

MDL values diversity in all aspects of its business and is committed to creating an environment where the contribution of all its personnel is received fairly and equitably.

OBJECTIVES

Workplace diversity contributes to achieving MDL's corporate objectives and enhances its corporate image and reputation. To this end, the Company aims to:

- attract, recruit and retain the right people from a diverse pool of high-quality candidates;
- make informed and innovative decisions, drawing on a wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds and differing skill sets bring to their roles; and
- better represent the diversity of its stakeholders and the global community in which the Company operates.

STRATEGY

MDL seeks to achieve these objectives by:

- recruiting and managing based on competence and performance regardless of age, ethnicity, gender, disability, sexual orientation, religious affiliation, political affiliation, domestic responsibilities, pregnancy (or potential pregnancy), or cultural background;
- providing equal opportunities for recruitment, promotion and succession based on merit, performance and potential;
- monitoring human resource management decisions and processes to ensure they are free of conscious and unconscious bias;
- fostering an inclusive, supportive and respectful culture wherein discrimination, harassment, vilification and victimisation are not tolerated to enable all personnel to reach their full potential;
- respecting the unique attributes that each individual brings to the workplace;
- enabling flexible work practices to assist all personnel to meet their domestic and community responsibilities;
- establishing and reviewing measurable diversity objectives, particularly in relation to gender; and
- fostering a culture that empowers people to act in accordance with this policy.

APPLICATION & REVIEW

The board of MDL takes responsibility for monitoring and ensuring this policy is implemented. This policy applies to all personnel engaged by MDL and under MDL's operational control. Every employee within MDL is responsible for supporting and maintaining MDL's corporate culture and integrity, including its commitment to diversity in the workplace.

This policy will be periodically reviewed to ensure that it is effective and continues to meet the needs of the Company.