

Diversity Policy

Austral Gold Limited and its controlled entities ('Austral Gold' or 'the Group') is committed to equality, diversity and the treatment of all individuals with respect.

Austral Gold is dedicated to growing a rich culture, diverse workforce and a work environment in which every employee is respected and treated fairly.

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

To the extent practicable, Austral Gold will address the recommendations and guidance provided in the ASX Corporate Governance Principles and Recommendations.

Objectives

The Diversity Policy provides a framework for Austral Gold to:

- Attract and retain a diverse and skilled workforce, leading to continuous improvement in Group performance and achievement of corporate goals;
- Facilitate a workforce that best represents the talent available in the communities in which our assets are located and our employees reside;
- Promote and maintain a work environment that values and utilises the contributions of employees with diverse backgrounds, experience and perspectives through improved awareness of the benefits of workplace diversity, human resources policies, systems and processes and successful management of diversity.
- Develop a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- Build and maintain a safe work environment by taking action against inappropriate workplace behaviour including discrimination, harassment, bullying, victimisation and vilification.
- Ensure that applicants and employees of all backgrounds are encouraged to apply for, and have a fair opportunity to be considered for all available roles.
- Foster an environment that encourages the development of necessary skills and experience for leadership roles.

(collectively, the 'Objectives')

Responsibilities

The Austral Gold Board of Directors ('the Board') is committed to workplace diversity, with a particular focus on supporting the representation of women at a senior level of Austral Gold and on the Board.

It is the responsibility of all directors, officers and employees to comply with the Group's Diversity Policy and report violations or suspected violations in accordance with this Diversity Policy.

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

All Austral Gold employees are responsible for understanding this policy and incorporating it into their daily work practices.

The Board is 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 Board may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

The Board will consider setting key performance indicators for the Board, the Chief Executive Officer and senior executives that are linked to the achievement of these diversity objectives.

Strategies

The Group's diversity strategies include:

- Build a workforce that is provided with opportunities to develop skill and experience for career advancement, learning and development.
- Instigate an awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity; and
- Ensure that our standards and procedures address specific barriers to groups of employees, by developing flexible work practices to meet the differing needs of employees.
- Adhere to and comply with equal opportunity and anti-discrimination legislation.
- Ensure transparency of Board processes, review and appointments. Refer to the Board Charter for further detail relating to the roles and responsibilities of the Board.

Monitoring and Evaluation

Austral Gold will ensure data from organisational recruitment processes, via employee opinion surveys, grievances and exit interviews is monitored to influence and inform policies and action plans.

This policy will be reviewed on an ongoing basis to reflect changes in law, demographics and agency priorities. The Group is responsible for implementing, monitoring, and reporting of the Measurable Objectives.

Measurable Objectives as set by the Board will be included in the annual key performance indicators for the Chief Executive Officer and senior executives.

Reporting

The Board will include in the Annual Report each year:

- (a) the Measurable Objectives, if any, set by the Board;
- (b) progress against the Measurable Objectives; and
- (c) either:
 - (i) the proportion of women employees in the whole organisation, at senior management level and at Board level; or
 - (ii) if the Company is a "relevant employer" under the Workplace Gender Equality Act, the Company's most recent "Gender Equality Indicators", as defined in and published under that Act.