



## **Diversity and Inclusion Policy**

Abra Mining Pty Ltd ("AMPL" or the "Company") is an Equal Opportunity Employer (EEO) and is committed to providing a workplace free from discrimination, harassment, and bullying, and will abide by the relevant statutory laws.

AMPL will not tolerate any form of discrimination, harassment or bullying in the workplace, at work-related functions, whilst travelling for company business, in work-related accommodation or anywhere where there is a connection with the Company.

AMPL values cultural diversity and recognises the many differences in individual backgrounds, cultures and demographic characteristics, including their family responsibilities. It is integral to AMPL to foster a fair and equitable working environment whereby all personnel are treated with dignity and respect. AMPL will not tolerate any form of disrespect to traditional values, customs, or employee rights.

AMPL is committed to:

- creating a workplace that promotes equal opportunity;
- maintaining a workplace where all employees, potential employees and contractors may perform their duties free from all forms of discrimination, harassment and bullying;
- ensuring employment practices, recruitment, selection and promotion procedures are based on the individual merit of applicants and the inherent requirements of the job; and
- providing relevant training and awareness programs for all employees.

All AMPL managers, supervisors, employees, contractors and visitors are responsible for ensuring that they:

- maintain a high level of professional conduct;
- treat others with dignity, courtesy, and respect;
- respect the rights of their colleagues;
- promote and encourage the achievement of equal opportunity;
- comply with this Policy, relevant laws, and Company standards and processes; and
- participate and assist in resolving any complaints.

Anthony (Tony) James  
Managing Director & CEO

**April 2023**