

## POLICY ON DIVERSITY

### ALTONA MINING LIMITED ("COMPANY")

Altona strives to be an equal opportunity employer and we will not discriminate against prospective employees based on gender or any other non-skill related characteristic. We pride ourselves on the diversity of our staff and encourage suitably qualified young people, women, people from cultural minorities and people with disabilities to apply for positions. We aim where possible to be flexible in working arrangements and to improve the skills of our people through training and education.

To achieve our Strategic Objectives, we need to recruit, develop and retain a talented and motivated workforce operating in a physical and cultural environment where all employees feel comfortable, included and are valued.

The Company operates in a sector which is experiencing significant skill shortages and has a relatively low number of employees. Whilst efforts will be made to identify suitably qualified female candidates and candidates from a diversity of backgrounds when seeking to fulfil positions, the Company does not believe it is meaningful, nor in the best interests of shareholders to set formal targets for female participation nor detailed policies in this regard.

We aspire that as we grow, our workforce profile will reflect as far as possible the diversity in the communities in which we work. Altona monitors and reports on the gender diversity of its Directors, Executives and workforce.