



Equal Employment Opportunity Policy

We are committed to providing all employees with a workplace environment that is fair and equal.

We believe all employees and potential employees should be treated fairly. This is irrespective of sex, race, ethnicity, disability, age, religion, sexual preferences, marital status or any other grounds of potential discrimination.

Principles guiding our approach to equal employment opportunity include:

- Providing all employees with an equal opportunity to advance and enhance their career on the basis of merit having regard to qualifications, experience, ability and potential
- Embracing diverse skills, experience and perspectives in recruitment and promotion
- Ensuring job descriptions, advertisements, application forms and contracts do not contain any direct or inferred discrimination
- Basing all internal and external training opportunities on merit and the needs of both Saracen and the individual
- Providing a harmonious, supportive and productive working environment free from intimidation and harassment, valuing diversity and equality of opportunity
- Providing support for the resolution of grievances in the workplace
- Fostering a culture that aligns with our Core Values of Safety, Attitude, Communication, Delivery and Courage

This policy applies to all Directors, employees and contractors at all of our operations.

This policy will be reviewed no later than two years from the below date.

Raleigh Finlayson

Managing Director

Saracen Mineral Holdings Limited

Date: 15 June 2018

