Diversity and Inclusion Policy

1. Purpose

Chalice Mining Limited and its controlled entities (collectively, "Chalice" or "the Company") is committed to developing and maintaining an inclusive workplace that embraces diversity. A diverse organisation and inclusive culture will assist Chalice in fulfilling its corporate goals and strategy and is consistent with our company values of integrity, alignment and advancement.

The Company acknowledges the positive contribution of diversity through the unique contribution people can make because of their individual background, experiences and perspectives, including persons with co-existing domestic responsibilities. Diversity may result from a range of factors including, but not limited to, age, gender, disability, ethnicity, marital or family status, religious or cultural background, socio-economic background, sexual orientation and gender identity.

Chalice seeks to foster an inclusive, psychologically safe workplace where everyone feels respected and free from inappropriate behaviour including discrimination, harassment, sexual harassment, bullying, victimisation and vilification.

Endeavouring to create a diverse and inclusive workplace that supports wellbeing, collaboration, innovation and critical thinking, will create a work environment which will enable Chalice to attract, retain and engage employees from the widest possible pool of talent.

This Diversity and Inclusion Policy ("Policy") sets out the guiding principles and practices which underpin Chalice's approach to developing and maintaining a diverse and inclusive workplace.

2. Scope

This Policy applies to Chalice's Board, employees, contractors, and consultants and relates to all Chalice owned and managed businesses.

3. Role of the Board

It is the responsibility of the Board to foster an environment where:

- individual differences are respected.
- the ability to contribute and access employment opportunities is based on performance, skill and merit.
- people demonstrate respect of others, and inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.

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4. Role of senior executives

The Company expects senior executives to:

- demonstrate a commitment to diversity and inclusivity as outlined in this policy;
- foster individual career development in accordance with this policy, and make decisions on selection and promotion on the basis of performance, skill and merit;
- work to create an environment where people demonstrate respect for others and which is free from unlawful discrimination, harassment, sexual harassment, bullying, vilification and victimisation; and
- support individuals to resolve concerns or complaints that arise in the context of diversity.

5. Role of individuals

The Company expects each individual to:

- demonstrate consideration for the cultural and social differences of the people with whom they work;
- communicate with others politely and respectfully;
- act to prevent or stop unlawful discrimination, harassment, sexual harassment, bullying, vilification and victimisation in the workplace;
- raise any diversity or inclusivity concerns with the Managing Director, Chair or Whistleblower Protection Officer, as appropriate, and where a concern has been raised, engage constructively to resolve that concern; and
- participate in any initiatives that support the achievement of the objectives of this policy.

6. Promoting diversity

The Company encourages diversity in employment, and in the composition of its Board, as a means of ensuring the Company has an appropriate mix of skills and talent to conduct its business and achieve the Company's goals.

Specifically, the Company will provide equal opportunities in respect to employment and employment conditions, including:

a. **Hiring**: The Board will ensure appropriate recruitment and selection practices based on diverse skills, experience and perspectives is used when hiring new staff, including Board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination. The Board is empowered to engage professional consultants to assist in the hiring process by presenting diverse candidates to the Company for consideration.

b. **Training**: All internal and external training opportunities will be based on merit and in light of Company and individual needs. The Board will consider senior management training and executive mentoring programs to assist in the development of a broader and more diverse pool

and skilled and experienced employees, that, over time, will prepare them for senior management and Board positions.

c. **Flexible working practices**: The Company recognises that all employees may have domestic responsibilities and, where possible, will consider flexible work practices that will assist them to meet those responsibilities.

d. **Career advancement**: All decisions associated with career advancement, including promotions, transfers, and other assignments, will meet the Company's needs and be determined on skill and merit.

7. Achieving diversity through measurable objectives

The Board, with assistance from the Remuneration and Nomination Committee, will set measurable objectives for achieving gender diversity that are appropriate for the Company. These measurable objectives will be disclosed in the Company's annual Corporate Governance Statement.

The Board, with assistance from the Remuneration and Nomination Committee, may also set measurable objectives in relation to other aspects of diversity that are appropriate for the Company.

The Board will consider setting key performance indicators for senior executives to measure the achievement of any measurable objectives set by the Board and consider linking part of their remuneration (either directly or as part of a "balanced scorecard" approach) to the achievement of those objectives.

8. Work environment

To have a properly functioning diverse and inclusive workplace, discrimination, harassment, sexual harassment, vilification and victimisation cannot and will not be tolerated by the Company.

The Board and senior executives are required to ensure that the work environment is free from discrimination, bullying, harassment, sexual harassment, vilification and victimisation and to ensure that complainants or reports of this type of behaviour are treated seriously, confidentially, and sympathetically by the Company.

9. Consequences of breach

It is the responsibility of all directors, management and employees to comply with this Policy and report violations or suspected violations in accordance with this Policy.

Any breach of compliance with this policy is to be reported directly to the Managing Director, Chair or Company Secretary, as appropriate. Anyone breaching this policy may be subject to disciplinary action, including termination.

10. Review

This Policy will be reviewed by the Board or the Remuneration and Nomination Committee at least annually or as required if there are material changes to relevant regulations or legislation.

The Board, with assistance from the Remuneration and Nomination Committee, will proactively monitor Company performance in meeting the standards and policies outlined in this Policy. This will include an annual review of this policy, any measurable objectives set by the Board, and the progress towards achieving them.

All new directors, employees, contractors, and consultants will be provided with a copy of this Policy as part of their induction into the Company and advised of any updates or amendments as approved by the Board by the Company Secretary.