

**Brockman Mining Limited**  
**(formerly Wah Nam International Holdings Limited)**

(the "Company")

**DIVERSITY POLICY**

**1. Introduction**

This Policy outlines the Company's recognition of the benefits of diversity where people from different gender, age, ethnicity and cultural backgrounds can bring fresh ideas and perceptions which make the workplace more efficient and products and services more valued. It is for these reasons that the Company is committed to being a diversity leader by:

- (a) Providing a diversity inclusive workplace in which everyone has the opportunity to fully participate and is valued for their distinctive skills, experiences and perspectives.
- (b) Promoting an environment conducive to the appointment of well-qualified employee, senior management and board candidates of appropriate diversity to maximise the achievement of corporate goals.
- (c) Incorporating diversity into its corporate culture through its corporate social responsibility initiatives that aim to improve the quality of life for its workforce, their families, communities and society at large.

This Policy is made in compliance with the HKEx Listing Rules and the Australian Corporate Governance Principles and Recommendations as established by the ASX Corporate Governance Council.

**2. Policy Statement**

Valuing and managing diversity means that the Company will:

- (a) facilitate equal employment opportunities based on relative ability, performance or potential;
- (b) develop flexible work practices to meet the differing needs of our employees;
- (c) develop and implement programs to assist in the development of a broader pool of skilled and experienced board candidates including executive mentoring programs;
- (d) attract and retain a skilled and diverse workforce as an employer of choice;
- (e) make a contribution to the economic, social and educational well-being of the communities it serves; and
- (f) create an inclusive workplace culture.

### **3. Recruitment**

The Company is focussed on preventing discrimination throughout all phases of the employment lifecycle, beginning with recruitment and selection. This Policy requires that all hiring decisions be based on merit alone, taking into account only factors relevant to the person's ability to successfully perform the role.

The Board must establish and maintain a panel of recruiters who are actively encouraged to consider candidates of both genders and those from under-represented backgrounds and must provide a report to the Board each quarter setting out details on the number of women and people from under-represented backgrounds referred in their candidate short-lists. The panel of recruiters must make recommendations to the Nomination Committee in respect of Board candidates. Senior management must also receive training in recruitment and selection, a strong emphasis of which will be on assessing merit and avoiding discrimination and hiring senior management must complete a selection summary to justify their selection decisions.

### **4. Preventing Discrimination and Harassment**

The Company is committed to promoting a corporate culture which embraces diversity in the workplace. Senior management, in addition to the responsibilities for employees below, are responsible for and have an individual role in ensuring the objective of this Policy are met by:

- (a) creating a work environment that is free from any form of discrimination, bullying and/or harassment;
- (b) ensuring people feel free to make complaints without fear of retribution; and
- (c) identifying and reporting any breaches of this Policy and taking early corrective action to deal with behaviour that may be offensive or intimidating to some people.

In addition, all employees and contractors are responsible for:

- (a) behaving responsibly by complying with this Policy;
- (b) treating people with respect and courtesy at all time;
- (c) immediately reporting incidents of discrimination, bullying and/or harassment to their manager and
- (d) avoiding any comments or behaviour which has the possibility of causing offence.

### **5. Learning and Development Opportunities**

The Company supports the enhancement of skills and capabilities of all employees through providing opportunities for personal development. A wide range of programs and experiences are offered to all employees to support development of technical skills, people management and leadership capabilities, including providing professional development opportunities to strengthen female talent as well as the talent of individuals from under-represented backgrounds.

In addition, this Policy requires the Company to establish and maintain a succession management program for all high potential employees to formulate targeted

development plans to address identified knowledge, skills and experience gaps that may prevent them from moving into more senior positions, with a particular focus on high potential women employees.

**6. Parental Transitions and Flexible Working**

This Policy requires the Company to provide employees with sufficient flexibility and the opportunity to devote time and care to their newborn or adopted children without disadvantaging their career. The Company's commitment to flexible working is designed to make it easier for employees to continue to develop a successful career, whilst ensuring that their personal priorities are not neglected.

**7. Measuring Diversity Policy Objectives**

This Policy requires the Company to set out specific diversity initiatives and targets in its annual report with the aim of progressing towards achieving them, together with a summary of the selection process adopted by the Company in respect of the nomination and election of Board members and range of people metrics used to measure progress. These key metrics include:

- (a) proportion of women appointed as non-executive directors of the Company;
- (b) proportion of women in the workplace;
- (c) proportion of women in senior management;
- (d) average fixed remuneration, grouped according to gender;
- (e) parental leave return rates; and
- (f) employee turnover, grouped by gender.

**8. No rights created**

This Policy is a statement of broad policies and is intended as a component of the flexible governance framework within which the committees of the Board assist the Board in directing the affairs of the Company. While it should be interpreted in the context of all applicable laws, regulations, the ASX Listing Rules and the HKEx Listing Rules, as well as in the context of the Company's Bye-laws, it is not intended to establish any legally binding obligations.

**9. Additional information**

If you have any questions arising from the Company's Diversity Policy, please contact the Chief Executive Officer or Company Secretary.