

BROCKMAN

BROCKMAN MINING LIMITED 布萊克萬礦業有限公司*

DIVERSITY POLICY

1. Introduction

Brockman Mining Limited (the 'Company' and with its subsidiaries the 'Group'), recognises the benefits of diversity where people from different gender, age, ethnicity and cultural backgrounds can bring new ideas and perceptions to the workplace.

2. Objectives

The Diversity Policy provides a framework for all people to be treated equally and provided with the same opportunity:

- a) People to be employed and promoted based on mix of experience, perspective and skills including technical and commercial,
- b) A diverse and skilled workforce, leading to continuous improvement and achievement of the Company's strategic objectives,
- c) Recognition to protect the rights of employees and is committed to providing equal opportunities

3. Strategies

The Group will develop strategies, initiatives and programs to promote the Objectives including the achievement of gender diversity. In particular, the Group will set Measurable Objectives, and targets or key performance indicators (KPIs), for the strategies, initiatives and programs to achieve diversity.

3.1 Recruitment and remuneration

The Group engages in transparent and fair recruitment practices, and fair remuneration and disciplinary decisions without regard to gender, age, family position or ethnicity.

3.2 Equal opportunity and anti-discrimination

All directors, senior management and employees of the Group are expected to conduct themselves with integrity, openness, honesty and fairness, and in the best interests of the Group, this is achieved by:

- a) Creating a working environment that enables employees to raise concerns about practices and procedures in their workplace, and
- b) Identifying and reporting complaints or breaches of this policy and remedial action

4. Responsibilities

4.1 The Board's commitment:

- a) The Board encourages and supports workplace diversity
- b) The Board will periodically review the Board/director evaluation processes to ensure that:
 - i. Diversity is embedded as a relevant attribute;
 - ii. Any skill / gap analysis matrix utilised includes due regard for the attribute of diversity; and
 - iii. A clear statement exists as to the mix of skills and diversity that the Board is looking to achieve in membership of the Board
- c) The Board is responsible for developing measurable objectives and strategies to achieve the objectives of the Diversity Policy (Measurable Objectives) and assessing the progress of the Measurable Objectives by monitoring, evaluation and reporting mechanisms,
- d) The Board will set Measurable Objectives for achieving gender diversity and monitor

5. Measuring Diversity Policy Objectives

The Board has set out specific diversity Measurable Objectives:

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- 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) Parental leave return rates, and
- e) Employee turnover, grouped by gender

Together with a summary of the selection process adopted by the Board in respect of the nomination and selection of Board members.

6. Monitoring and evaluation

- a) The Board sets the Measurable Objectives
- b) The Nomination Committee is responsible:
 - i. implementing, monitoring and reporting the progress of the Measurable Objectives,
 - ii. Efforts are made to identify prospective appointees who have diversity attributes,
 - iii. Efforts are made for any short list of candidates to at least include a gender diverse candidate.
- c) The Board will review the implementation and effectiveness of the Diversity Policy on an annual basis.

7. Reporting

The Board will disclose in the Environmental Social Governance (ESG) Report each year:

- a) The Measurable Objectives, set by the Board for that year; and
- b) Progress against the Measurable Objectives

8. No rights created

This Policy is a statement of Board policy and is intended as a component of the Group's Corporate Governance framework. Whilst it should be interpreted in the context of all applicable laws, regulations, the Hong Kong Stock Exchange Listing Rules and the Australian Securities Exchange 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. Review of policy

This policy will be reviewed, revised and re-published where necessary, and at least annually, to ensure that it remains relevant and appropriate to the Company's activities.