

BROCKMAN

BROCKMAN MINING LIMITED

布萊克萬礦業有限公司*

WORKPLACE DIVERSITY, EQUITY AND INCLUSION POLICY

1. Introduction

Brockman Mining Limited (the 'Company' and with its subsidiaries the 'Group'), is committed to fostering a diverse, equitable, and inclusive workplace where all individuals are treated with respect and dignity. We recognise that diversity enhances innovation, collaboration, and performance. We strive to create an environment where differences are valued and everyone has equal access to opportunities and resources.

2. Purpose

The purpose of this policy is to:

- a) Promote a culture of inclusion and belonging,
- b) Ensure fair treatment and equal opportunity for all employees,
- c) Prevent discrimination, harassment, and bias,
- d) Support the recruitment, retention, and advancement, and
- e) Comply with all relevant anti-discrimination laws and regulations

3. Scope

This policy applies to:

- a) All employees, contractors, consultants, and directors of the Company
- b) All Group activities, including recruitment, hiring, promotion, training, compensation, and termination
- c) All interactions within the workplace and with external stakeholders, including suppliers.

4. Key definitions: Diversity, Equity and Inclusion (DEI) in the Workplace

- a) Diversity: where people from different gender, age, ethnicity and cultural backgrounds can bring new ideas and perceptions to the workplace
- b) Equity: Ensuring fair treatment, access, and opportunity for all individuals, while striving to identify and eliminate barriers that prevent full participation.
- c) Inclusion: Creating an environment where all individuals feel welcomed, respected, supported, and valued.

5. Principles

- a) Respect – treat all individuals with dignity and respect,
- b) Fairness – make decisions based on merit and qualifications, not personal characteristics,
- c) Accountability – hold all employees and management accountable for upholding DEI,
- d) Transparency – communicate openly about DEI goals, progress and challenges, and
- e) Continuous improvement – regularly assess and improve DEI practices and outcomes.

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6. Responsibilities

- a) Board of directors – Endorse DEI strategy and monitors progress,
- b) Nomination Committee – reviews the effectiveness annually, and
- c) Employees – treat colleagues with respect and inclusivity and report incidents of discrimination or harassment

7. Implementation strategies

- a) Recruitment - use inclusive language in job descriptions,
- b) Workplace culture - celebrate cultural events and heritage, and encourage feedback and open communication, and
- c) Supplier diversity – include diverse suppliers in procurement processes

8. Monitoring and reporting

- a) Employees may report concerns to their manager or supervisor, or to the Compliance Manager
- b) All reports will be investigated promptly, confidentiality, and impartially
- c) Corrective actions will be taken where necessary, including disciplinary measures
- d) Report progress to the Board and other stakeholders

9. 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.

10. 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.