



## Equal Opportunity and Harassment Policy

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### 1.0 Policy Statement

Gateway Mining Ltd is committed to developing and maintaining a diverse and inclusive workplace where every employee is treated fairly and with respect and can have the opportunity to realise their full potential and contribute to our Company's success.

Employment, development opportunities and promotion at Gateway Mining Ltd are offered and provided on merit.

Gateway Mining Ltd recognises that Equal Employment Opportunity is a matter of employment obligation, social justice and legal responsibility. It also recognises that prohibiting discriminatory policies and procedures is sound management practice.

Gateway Mining Ltd considers harassment unacceptable behaviour in the workplace. Harassment will not be tolerated under any circumstances. Gateway Mining Ltd is strongly committed to providing a positive workplace, free from any form of harassment.

This policy has been designed to facilitate the creation of a workplace culture that maximises organisational performance through employment decisions. These decisions will be based on real business needs without regard to non-relevant criteria or distinctions, and will ensure that all decisions relating to employment issues are based on merit. This policy is designed to ensure that Gateway Mining Ltd complies with all of its obligations under the relevant legislation.

### 2.0 Objectives

Managers and supervisors play a key role in the implementation of this policy by ensuring that all employees are aware of the requirements and processes which contribute to creating and maintaining an appropriate environment.

### 3.0 Scope

All employees are aware of the requirements and processes which contribute to creating and maintaining a diverse and inclusive workplace.

All employees are responsible for promoting and monitoring equal opportunity, providing and maintaining harassment free practices.

Any reports or allegation will be treated seriously and sympathetically and investigated thoroughly and in confidence.

No complainants and/or witnesses are victimised or disadvantaged in their employment conditions or opportunities through notifying a claim or report.

Any employee found to be involved in any form of harassment will be counselled and disciplined.

All employees are responsible for promoting and monitoring practices, attitudes and traditions which lead to a harassment free workplace.

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