DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY

POLICY

1. INTRODUCTION

1.1. Perseus Mining Limited and its subsidiaries ("the Company") recognise the value contributed to the organisation by employing people with varying skills, gender, cultural backgrounds, ethnicity and experience. A diverse and inclusive workforce will enable the Company's continued growth, productivity and performance.

1.2. The Company is committed to the principle of equal employment opportunity to all directors and employees ("Employees") and to all applicants for employment regardless of race, colour, gender, religion, age, nationality, disability, marital status, sexual orientation, political conviction or any other grounds and to provide a workplace where differences are respected and accepted and discriminatory behaviour of any kind is strictly prohibited. This commitment is enacted through:

1.2.1. Encouraging diversity generally in our workforce wherever possible in the course of our business while complying with local laws and regulations;

1.2.2. Encouraging gender diversity when recruiting new Employees;

1.2.3. The Employee Development Policy under which the Company is committed to providing all Employees, irrespective of their background, with support and opportunities to improve their skills, knowledge and qualifications required for the performance of their existing role and for improving their prospects of promotion / appointment to other roles within the Company;

1.2.4. The Remuneration Framework to ensure pay equity across roles and levels-of-work while considering individual performance, experience, tenure and other relevant factors;

1.2.5. Providing flexible work arrangements, to the extent practically possible, considering the nature of the work performed by Employees;

1.2.6. Avoiding discrimination in our recruitment practices to the extent that this does not conflict with "local employment" rules and quotas that apply in some of the jurisdictions in which we operate;

1.2.7. Educating Employees on issues of diversity, inclusion, tolerance and respect and for appropriate workplace conduct;

1.2.8. Proactively discouraging behaviour involving harassment, bullying or disrespectful conduct by Employees towards other Employees of different race, colour, gender, religion, age, nationality, disability, marital status, sexual orientation, political conviction or any other grounds;

1.2.9. Establishing and enforcing disciplinary procedures which include sanctions against discriminatory behaviour and other forms of misconduct.

1.3. This Diversity, Inclusion and Equal Opportunity Policy applies equally to all Employees & Contractors.

1.4. A copy of this document will be provided to all Employees as part of the Company's induction process. All Employees will be required to certify that they have read and understand the contents of this Policy and that they accept that their compliance with this Policy is an explicit condition of their continued employment by the Company. A copy of this Policy will also be posted on the Company's website for viewing by Employees, Contractors and all other stakeholders.

2. DEFINITIONS

2.1 *Diversity* relates to the myriad of differences that exist between people in an organisation and includes sexual orientation, religious / spiritual / cultural beliefs, political and social affiliations, ethnicity, disability, gender, age, family / marital status, technical skill set, socio-economic status and professional background.

2.2 *Inclusion* relates to the openness and transparency of an organisation's decision-making process.

2.3. *Discriminatory Behaviour* within the context of the Company means prejudicial or unfavourable treatment of another person based on the individual's:

- ethnicity, skin colour and or nationality;
- gender;
- marital status;
- sexual preference;
- gender history (transsexuality);
- pregnancy (including breastfeeding);
- parental status / family responsibility;
- age;
- political convictions;
- religion;
- disability or impairment;
- workplace status; or
- any other prohibited grounds

2.4. *Harassment* includes but is not limited to offending, bullying, coercion, intimidation, threats, vilification or humiliation of another person.

All forms of harassment represent unacceptable behaviour in the workplace and certain forms of harassment in addition represent unlawful discrimination. They include:

- sexual harassment;
- racial harassment; and
- disability harassment

2.5. *Sexual harassment* takes many forms of unwelcome behaviour which result in a person feeling offended, humiliated or intimidated. Such behaviour includes:

- Offensive comments, jokes and gestures e.g. staring or leering;
- Unwelcome or uncalled for acts of physical intimacy;
- Displaying of offensive or inappropriate material or pictures;
- Intrusive inquiries into a person's private life;
- Unwelcome references to a person's physical appearance;
- Repeated requests for dates which have been previously rejected;
- Unwelcome and uninvited requests for sexual favours; and
- Sexually offensive telephone calls, emails, texts or other social media.

To be legally regarded as sexual harassment, this behaviour does not need to be intentional or deliberate, rather, a reasonable person, having regard to all the circumstances, would have anticipated that the person harassed would be offended, humiliated or intimidated.

2.6. *Bullying* is a form of harassment and covers many types of unwelcome behaviour. It generally involves a pattern of abuse towards an Employee(s) which can range from very subtle behaviour to overt, blatant behaviour.

Some examples of bullying include:

- Yelling, abuse, offensive language, insults;
- Persecuting or oppressing behaviour;
- Belittling opinions or constant criticism;
- Isolating workers from normal work interaction, training and development or career opportunities;
- Undermining work performance, deliberately withholding work-related information or resources; and
- Teasing or regularly being made the brunt of pranks/ practical jokes.

2.7. The *Workplace* is the site where the Employee undertakes the activities that they are employed to perform and includes offices, as well as site and field locations. For the avoidance of doubt, activities including but not limited to social functions, end of year celebrations, and attendance at conferences, training courses, business travel and accommodation that are sponsored by the Company but do not necessarily occur on the Company's premises, are sufficiently work-related to be covered by this Policy and the law.

3. PROCEDURE FOR REPORTING CONCERNS ABOUT DISCRIMINATORY BEHAVIOUR

3.1 Any employee wishing to raise concerns under this Policy should contact their line Manager, General Manager or an Executive (the *"relevant person"*). The employee may be asked to document details of their concern in writing, including expressing a view as to how he or she would like the matter handled. If the employee does not wish to be identified, he or she should say so at the first possible opportunity so that appropriate arrangements can be made for the matter to be investigated in confidence. An employee may also report any concerns using the various channels available under the Company's Whistleblower Policy, including anonymous reporting.

3.2 In the event that the employee raises a concern, then it will be the responsibility of the relevant person receiving the concern to deal with the matter confidentially within the limits of their delegated authority or as required, escalate the matter to a higher authority.

3.3 In the event that the relevant person receiving the concern is unable to guarantee that the matter will be dealt with confidentially, then the employee will at his or her sole discretion have the right to withdraw the complaint, and no further enquiry or action will take place.

3.4 The relevant person will decide on the appropriate course of action in consultation with the employee that raised the concern. This may include initiating an internal informal or formal investigation (as the case may be) or, alternatively, initiating a formal external investigation after consulting with the Company's Chief Executive Officer and General Counsel. In this case, the relevant Executive will personally consult with the employee who raised the concern about the action to be taken prior to its initiation. The employee can request that this information be provided in writing.

3.5 If a formal or an informal investigation is undertaken, the relevant person will keep the employee informed about what is happening, to the extent that this is practical and appropriate. Again, if requested, these reports will be made in writing. In some cases, it may not be possible to report to the employee the precise action taken as doing so might, for example, infringe on another employee's right to privacy or confidentiality.

3.6 Specific harassment, bullying and other policies may be implemented in the various jurisdictions in which the Company operates.

4. DISCIPLINARY ACTION

4.1 The Company does not tolerate the harassment or victimisation of any employee by any other employee, contractor, consultant or supplier and will expeditiously deal with all complaints raised under the terms of this Policy and if appropriate will invoke the company's disciplinary policy.

4.2 If as a result of an investigation prompted by the reporting of alleged discriminatory behaviour, an employee is shown to have acted maliciously or in bad faith by making an allegation that he or she demonstrably knew to be untrue at the time that the allegation was made, then this will be regarded as misconduct on the part of the employee and will also be dealt with through the Company's Discipline Management Policy.

5. QUESTIONS

5.1 Any questions, concerns or comments in relation to this Policy should be directed to Human Resources in the first instance.

APPROVAL AND REVIEW

This Policy is to be reviewed periodically and updated as required.

REV. NO.	PREPARED/ UPDATED BY	REVIEWED	APPROVED	DATE	DESCRIPTION/ CHANGE EFFECTED
0	General Counsel & Company Secretary	Managing Director & CEO	Perseus Board	04/06/2015	Document Created
4	Manager People	GM People; General Counsel & Co Sec	Perseus Board	07/10/2026	Annual Revision