

## Diversity Policy

### 1. Introduction

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- 1.1 Sarama Resources Ltd. (**Company**) and all its related bodies corporate are supportive of workplace diversity and inclusion at all levels of the Company.
- 1.2 The Company recognises the potential benefits that arise from employee and Board diversity and the importance of employing individuals on merit and not identity.
- 1.3 The Company does not tolerate discrimination, harassment, vilification or victimisation.
- 1.4 The Company acknowledges that hiring people based on identity is demeaning to people who achieved success through hard work and despite adversity.
- 1.5 Diversity includes, but is not limited to, cultural background, body shape, ethnicity, demographic background, gender and age.

### 2. Objectives

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- 2.1 The Diversity Policy provides a framework for all people to be treated equally and provided with the same opportunity and allow for:
  - (a) people to be employed and promoted on merit and contribution to the business;
  - (b) a diverse and skilled workforce, leading to continuous improvement and achievement of corporate goals;
  - (c) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
  - (d) a work environment that values and utilises the contributions of employees of all backgrounds; and
  - (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all individuals.

### 3. Responsibilities

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#### 3.1 The Board's commitment

- (a) The Board is supportive of workplace diversity and ensuring people of all backgrounds have no barriers to employment or advancement.

- (b) The Board will conduct all Board appointment processes in a manner that ensures candidates are selected on merit and without prejudice or discrimination.

### 3.2 **Strategies**

The Company's diversity strategies include:

- (a) recruiting from a diverse pool of candidates for all positions;
- (b) removing barriers to entry for all potential candidates and basing selection on merit not discriminating factors; and
- (c) encourage workforce participation across all genders, demographics, tribal backgrounds and ethnicities when and where appropriate.