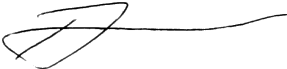


DIVERSITY & EQUAL OPPORTUNITY POLICY

Date Created: 23 October 2023	Document Number: TNC_HR_002	Version Number: V1	Policy/Procedure Holder: General Manager - People & Culture
Review Period: 1 Year	Authorised By: Board of Directors	Authorisation Signature: 	Date Authorised: Oct 27, 2023

Purpose

This Policy provides the basis in which True North Copper (the Company) will actively promote diversity and equal opportunity within its workforce to create a workplace that is fair and inclusive, applies fair and equitable employment practices and provides a working environment that will allow all employees to reach their full potential. This Policy covers all employees of the Company, its subsidiaries and all contractors and visitors to our worksites and facilities.

1. Our Commitment

The Company is committed to developing an inclusive, diverse and equal opportunity-based employee group recognising that this supports a high-performance culture.

Specifically, we will:

- Recognise, respect, and value individual differences such as religion, race, ethnicity, language, gender, sexual orientation, disability and age.
- Create a working environment free from discrimination and harassment where all employees are treated with dignity, courtesy and respect.
- Provide protection from any victimisation or reprisals, providing an effective procedure for complaints made based on the principles of natural justice.
- Comply with all relevant discrimination legislation including all relevant State and Federal Acts and Regulations.
- Embrace individual characteristics such as leadership, communication style, career path, life experience, educational background, marital status, parental status and other variables which influence personal perspectives.

- Aim to identify programs and benefits that selectively develop and upskill our workforce, irrespective of a person's religion, race, ethnicity, language, gender, sexual orientation, disability or age.
- Ensure that all career development opportunities have been offered in a fair and equal way.
- Actively encourage qualified applicants from a diverse range of backgrounds to apply for vacant positions and make employment and promotion decisions based on a candidate's merit.
- Develop and promote programmes which support individual characteristics i.e. offering flexible working arrangements.
- Ensure that all attraction, selection, employment and promotion processes and decisions are conducted in-line with True North Copper diversity commitments.
- True North Copper commitment to promoting diversity and equal opportunity will include, but not be limited to, ongoing review of all policies and practices relating to recruitment, remuneration, reward, training, development, redundancy and redeployment.

This Policy is to be communicated to all our employees, contractors and visitors and the Policy statement shall be displayed at the workplace.

We will review this policy periodically, so it remains relevant to the needs and scope of our operations and the business in general.







Diversity_Equal_Opportunity_Policy-TNC_V1-for-signature

Final Audit Report

2023-10-27

Created:	2023-10-27
By:	Sarah Connors (sarah.stemcreative@gmail.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAAnnHbg6GysRmlHcmPy-faw-dL1pFVdENq

"Diversity_Equal_Opportunity_Policy-TNC_V1-for-signature" History

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2023-10-27 - 2:48:59 AM GMT- IP address: 159.196.13.25
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2023-10-27 - 2:49:46 AM GMT
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2023-10-27 - 3:09:21 AM GMT- IP address: 58.168.33.167
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2023-10-27 - 3:09:44 AM GMT- IP address: 104.28.125.21
-  Document e-signed by Paul Frederiks (paul.frederiks@truenorthcopper.com.au)
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