

PanTerra Gold Group Diversity Policy

1 Introduction

- 1.1 PanTerra Gold Limited (the **Company**) and its subsidiaries (the **Group**) are committed to workplace diversity. This Policy sets out the aims and practices in relation to recognising and respecting diversity in employment.
- 1.2 The Company is committed to actively managing diversity as a means of enhancing the Company's performance by recognising and utilising the contributions of diverse skills and talent from its employees.
- 1.3 To the extent practicable, the Company has followed the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations with 2010 Amendments (2nd Edition)*.

2 Responsibility

It is the Board's responsibility and objective to foster an environment within the Group where individual differences are respected, employment opportunities are based on merit, skill and ability, and where inappropriate attitudes, behaviours and practices at all levels within the Company and its subsidiaries are confronted and eliminated.

3 Commitment to Diversity

The Company encourages diversity in employment and in the composition of the Board, as a mechanism to ensure that the Company is able to draw on a variety of skills, talent and previous experiences in order to maximise the Company's performance. The Company is committed to achieving the following goals:

- (i) providing access to equal opportunities at work based on merit; and
- (ii) fostering a corporate culture that embraces values and diversity.

4 Objectives

The objectives of this Policy are to ensure that the Company achieves:

- 4.1 a diverse and skilled workforce that leads to the achievement of corporate goals;
- 4.2 a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;

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- 4.3 improved employment and career development opportunities for talented women, particularly in respect of the participation of women on the Board and within senior management. The Board will set objectives for achieving gender diversity at these levels in a way that is capable of being measured, with annual disclosure of the objectives and achievement of the objectives in each financial year;
- 4.4 a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workplace diversity and successful management of diversity, and at all times recognising that employees may have restrictions placed on them by responsibilities outside the work-place; and
- 4.5 awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

5 Monitoring and Evaluation

- 5.1 The Board will review the scope and currency of this Diversity Policy periodically to ensure it complies with applicable legal requirements and remains relevant and effective.
- 5.2 The Board is responsible for implementing and monitoring the objectives and performances set out in 4 above.
- 5.3 This Policy is not intended to be contractual in nature.