

GROUP POLICY STATEMENT

DIVERSITY & INCLUSION

Andrada Mining recognises that the diversity and talent of our people will ultimately determine our business' success. Andrada Mining encourages diversity on its boards and its workforce, including diversity in race, sex (including pregnancy and gender identity), ethnic or social origin, language, age, sexual orientation, physical and mental ability, religion, conscience, belief, culture, socio-economic status, experience, and education. We believe that the array of perspectives that results from such diversity promotes innovation and business success.

Andrada Mining believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the Company, regardless of their differences. Andrada Mining recognises the importance of reflecting on its boards and in its workforce the diversity of the communities and countries in which we operate.

At Andrada Mining we are committed to:

- Seeking out and retaining a diverse and talented workforce to ensure business growth and performance;
- Promoting equality (including gender equality);
- Providing equal employment opportunities that does not unfairly discriminate in the terms, conditions, or privileges of employment on account of race, gender identity, sex, pregnancy, marital status, ethnic or social origin, sexual orientation, age, disability, religion, conscience, belief, culture, language, or birth;
- Maintaining a workplace free of any harassment or unfair discrimination;
- Supporting the eradication of systemic inequalities and unfair discrimination both within and outside the Company;
- Upholding the values of human dignity, equality, freedom, and social justice in a united, non-racial and non-sexist society;
- Providing both women and men access to equal participation, opportunities, and outcomes, including equal remuneration for work of equal or comparable value;
- Eliminating discrimination for all on the basis of gender particularly in relation to family and caring responsibilities; and
- Giving full and proper consideration to job applicants with disabilities.

Everyone working at Andrada Mining's operations plays an active role in achieving these commitments by:

- Reporting actual or perceived violations of this Policy; and
- Complying with documented policies, standards, and procedures.



Anthony Viljoen
Chief Executive Officer

17/02/2023

Date