DIVERSITY AND INCLUSION POLICY

1. INTRODUCTION

Gold Road Resources (**Gold Road** or **the Company**) is committed to a diverse and inclusive culture across the Company. Diversity within the Company means all the things that make individuals different to one another, including gender, family status, ethnicity, religion, culture, language, socio-economic background, sexual orientation, gender identity, disability and age.

Diversity and inclusion is embodied and supported through our Company values.

2. PURPOSE

Gold Road believes that the promotion of diversity and inclusivity at all levels of the Company:

- Attracts high quality Directors and employees
- Will support employee motivation and retention
- Is likely to encourage greater innovation, creativity and thought
- Is socially and economically responsible governance practice.

3. OBJECTIVES AND COMPLIANCE

The Company seeks to align with the ASX Corporate Governance Principles & Recommendations on Diversity by:

- Selecting and promoting its workforce (employees and vendors) on the basis of performance, ability and attitude and guarding against conscious or unconscious biases that might discriminate against certain candidates.
- Having a diverse and inclusive workplace, where the differences of our employees, contract partners and vendors are embraced and respected, and not tolerating discrimination, harassment, vilification and victimisation.
- Facilitating flexible working practices to assist employees in meeting their domestic responsibilities, religious beliefs or cultural norms.
- Designing and implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees, and that overtime, will prepare them for executive leadership and board positions.
- Providing opportunities for employees on extended parental leave to maintain their connection with the entity e.g. offering them the option (without obligation) to receive all employee communications and to attend work functions and training programs.
- The Board will establish and assess measurable objectives for achieving diversity and inclusion in the composition of the Board, the Executive Leadership Team and the workforce generally, and will report diversity performance in the Company's annual report and the general progress towards achieving them.
- The Board, being responsible for approving and monitoring the effectiveness of this Diversity and Inclusion Policy, will review this policy on an annual basis and/or when triggered by a relevant event.

4. DEFINITIONS

Board means the Board of Directors of Gold Road Resources Limited.

Company means Gold Road Resources Limited.

Director/s means a director of Gold Road Resources.

Executive Leadership Team means the team of executives of the Company reporting directly to the Managing Director and CEO of the Company, and including the Managing Director and CEO.

Gold Road means Gold Road Resources Limited.

5. POLICY REVIEW

This policy is to be reviewed on an annual basis by the General Manager – Capability and Culture in consultation with the Managing Director and CEO, and presented to the Nomination Committee for review and recommendation to the Board.

6. DOCUMENT CONTROL

Version Number	Revision Date	Document Owner	Document Approver
Version 4	22 July 2020	General Manager – Capability & Culture	Board of Directors