

1. PURPOSE

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, our Corporate Code of Conduct and our Golden Commitments.

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.

2. SCOPE

This Standard applies to all directors and employees of Gold Road. Where stated in a specific contract, this Standard may apply to contractors, vendors, contingent workers (labour hire personnel) and other business partners.

3. OBJECTIVES AND COMPLIANCE

The Company seeks to align with the ASX Corporate Governance Principles and Recommendations (4th edition) 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, and vendor partners are embraced and respected, and having ZERO tolerance towards discrimination, harassment, sexual harassment, physical violence, bullying, vilification and victimisation.
- Facilitating flexible working practices to assist all 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. For example, by offering them the option (without obligation) to receive all employee communications and to attend work functions and training programs.

DIVERSITY AND INCLUSION STANDARD



- The Board establishing and assessing 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 sustainability report.

4. DEFINITIONS

Board: The Board of Directors of Gold Road Resources Limited.

Director/s: A director of Gold Road Resources.

Executive Leadership Team: The team of executives of the Company including the Managing Director and CEO and individuals reporting directly to the Managing Director and CEO of the Company.

5. STANDARD REVIEW

This Standard is to be reviewed on an annual basis by the General Manager – People & Culture in consultation with the Managing Director and CEO.

6. DOCUMENT CONTROL

Version Number	Revision Date	Document Owner	Document Approver
6.0	27 March 2023	General Manager – People & Culture	Board of Directors