



Diversity Policy

Theta Gold Mines Limited
(ACN 131 758 177)

21 September 2023

Diversity Policy

OUR COMMITMENT AND OBJECTIVES

Theta Gold Mines Limited (Theta Gold) favors people who believe any goal is achievable. Those who understand teamwork, generate ideas, use company money wisely, work with integrity, and are energetic, enthusiastic and determined. Above all, people who enjoy being part of a team environment. Theta Gold recognise that workplace diversity, including gender, age, ethnicity and cultural background is a key contributor to our business success.

Theta Gold is committed to promoting diversity and providing a respectful environment where employees and others in the workplace are treated fairly and all decisions are based on merit. Our policy is to recruit the right people for the right job regardless of race, gender, age, marital status, disability, sexual orientation, nationality, political or religious beliefs, or any other factor not relevant to their competence and performance.

DIVERSITY STRATEGIES

- Theta Gold will seek to maintain and improve the diversity of our workforce, including the Board of Directors, through a range of strategies including:
- The Board establishing measurable objectives for achieving improvement in the diversity mix of the workforce and in particular gender diversity;
- Annual assessment, by the Board, of diversity objectives and progress towards achieving them;
- Recruiting and managing based on merit, skills and qualifications;
- Promoting a culture that supports difference and that enables each member of the workforce to fully contribute to the best of their ability;
- Providing a respectful environment where employees and others in the workplace are treated fairly and all decisions are based on merit;
- Recognising and appreciating the diverse skills and knowledge of our workforce;
- Providing a workplace that is free from discrimination and harassment;
- Identifying constraints to diversity success and taking action to address the issues; and
- Promoting this policy and awareness of our diversity initiatives.

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RESPONSIBILITY AND ACCOUNTABILITIES

The Senior Management of Theta Gold is accountable to the Board of Directors for ensuring that this policy is implemented. The Board of Directors will review Theta Gold's diversity strategy at least annually and will monitor progress toward the achievement of measurable objectives. This policy will be reviewed regularly and updated as required.

Supporting workplace diversity is the responsibility of everyone engaged in activities under Theta's operational control including directors, officers, employees, joint venture partners, contractors and suppliers.