



Diversity & Inclusion Policy

1. Purpose

- 1.1 This Diversity & Inclusion Policy sets out Endurance's key commitments and values, and the behaviours that it expects from its employees, officers, contractors, suppliers and consultants (referred to in this Policy as **"individuals"** or **"you"**) in accordance with this Policy.
- 1.2 In this Policy, **"Endurance"** means Endurance Mining Pty Ltd, its wholly owned subsidiary Abra Mining Pty Limited, and any other related body corporate of Endurance Mining Pty Ltd.
- 1.3 This Policy is designed to comply with the *Age Discrimination Act 2004 (Cth)*, *Disability Discrimination Act 1992 (Cth)*, *Racial Discrimination Act 1975 (Cth)*, *Sex Discrimination Act 1984 (Cth)*, and *Australian Human Rights Commission Act 1986 (Cth)*, and having regard to other laws and regulations that prohibit discrimination against individuals.

2. Key Principles

- 2.1 Endurance commits to safe, inclusive and supportive workplace for all individuals, and will not engage in or tolerate any form of discrimination, including on the grounds of:
 - gender, race, age, ethnicity, nationality or religion;
 - physical or mental disability, mental health condition;
 - sexual orientation, relationship status, political opinion or affiliation; and/or
 - other attributes protected at law.
- 2.2 Endurance aims to deliver an inclusive work environment and overall workplace diversity by:
 - developing policies, processes and practices that support fair treatment;
 - providing a work environment in which everyone is treated fairly and gender, cultural, ethnic, religious and other diversity factors are respected;
 - making employment decisions and decisions relating to suppliers, customers, contractors and other stakeholders on the basis of merit;
 - having processes and procedures in place for individuals to report, investigate and take appropriate actions in regard to acts of discrimination, bullying, harassment (including sexual harassment) or victimisation; and
 - recognising that employees at all levels of Endurance may have domestic responsibilities and as a result, Endurance aims, where possible and practical, to adopt flexible working arrangements that will assist employees to meet those responsibilities.

Acts prohibited by Endurance

- 2.3 Endurance does not tolerate any form of discrimination, bullying, harassment (including sexual harassment) or victimisation.
- 2.4 Any alleged breach of this Policy should be reported promptly to Endurance's Company Secretary. Alternatively, any individual who wishes to raise a concern anonymously can do so in line with the Endurance's Whistleblower Policy.
- 2.5 Any reports of actual or suspected discrimination, bullying, harassment (including sexual harassment) or victimisation will be treated seriously, and these will be notified to the Chief Executive Officer and the Endurance Board (where appropriate) for investigation as soon as possible after the matter has been reported.

Responsibilities of individuals

- 2.6 All individuals must follow the procedures outlined in this Policy and cooperate with any investigation initiated pursuant to this Policy. All individuals have a role to play in supporting commitment to inclusion and diversity, including beyond the workplace.
- 2.7 Anyone who breaches this Policy may be subject to serious consequences, including disciplinary action and/or termination of their engagement with Endurance (as appropriate). They may also be subject to legal consequences in the form of civil or criminal penalties.

3. Further information

- 3.1 This Policy does not constitute a contractual commitment by Endurance, and it does not form part of, or affect, any contract of employment or services. This Policy may be amended at any time.
- 3.2 If you would like further information about matters covered in this Policy, including how to make a complaint under this Policy, please contact Endurance's Company Secretary.
- 3.3 This Policy is published on Endurance's website www.endurancemining.com.au



Matthew Hine
Chief Executive Officer

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