



RTG Mining Inc.

Diversity Policy

1 Overview

This diversity policy (**Policy**) sets out the approach that RTG Mining Inc. (**RTG** or **the Company**) takes in respect of achieving a fair, inclusive and diverse environment for its employees.

Workplace diversity refers to the diverse thinking, skills, experience and working styles of men and women from different backgrounds. Diversity includes, but is not limited to, gender, age, ethnicity, disability and cultural background.

RTG is committed to promoting equality within the Company's culture and believes this is vital for developing and maintaining a high performing and positive workplace. The board of RTG (**Board**) and senior management strive to reinforce values of respect, equality, teamwork, innovation and accountability within the Company. Diversity is a consideration that forms part of the Company's long term commercial success and strategy.

2 Compliance

This Policy applies to all employees, officers and directors of RTG. All employees are expected to carry out their responsibilities in a manner consistent with the Policy and to promote diversity and discourage behaviours that are inconsistent with the Policy.

Persons found in breach of the Policy may be subject to disciplinary action, including termination.

3 Objectives

The Policy sets a framework for diversity and RTG is committed to achieving the following:

- (a) establishing measurable objectives for diversity and progress towards achieving these objectives;
- (b) creating awareness of the Company's values and employees' rights and responsibilities within the workplace;
- (c) promoting flexible work arrangements;
- (d) eliminating all forms of unlawful discrimination and inappropriate workplace behaviour such as bullying, harassment and victimisation;
- (e) recruiting and retaining a workforce from a broad pool of candidates with diversified backgrounds and experiences; and
- (f) rewarding and maintaining high performing employees and encouraging the development of skills and experience.

4 Implementation and evaluation

RTG aims to achieve the above objectives by:

- (a) recommending to the Board measurable objectives to achieving diversity, assessing progress towards achieving these objectives and suggesting methods for improvement;
- (b) annually reviewing the proportion of women and other minority groups within the Company, in senior management and on the Board, and assessing this against industry standards where possible;
- (c) implementing a range of flexible work arrangements that are made available to all employees;
- (d) annually reviewing employee remuneration against competence and performance with an emphasis on promoting diversity at all levels of the Company; and
- (e) assessing and promoting gender pay equity.

Senior management and the Board are responsible for implementing and monitoring the measurable objectives of the Policy. RTG also has a remuneration and nomination committee that reviews the remuneration of directors and senior management.

5 Disclosure

RTG will report on the measurable objectives and progress towards achieving these objectives in its annual report.

The Policy will be made available on RTG's website.