



Group Diversity Policy

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## *Diversity Vision*

AfriTin Mining recognises that the diversity and talent of our people will ultimately determine our business' success. AfriTin Mining is therefore committed to seeking out and retaining a diverse and talented workforce to ensure business growth and performance.

In parallel with this, having a sound, fair, and equitable diversity policy benefits individual employees, our company as a whole, as well as the communities, regulators and third-party contractors in the jurisdictions in which we operate. We value such diversity.

AfriTin Mining encourages diversity on its boards and its workforce, including diversity in race, gender, ethnic or social origin, language, age, sexual orientation, physical and mental ability, religion, conscience, belief, culture, socio-economic status, experience, and education. We believe that the array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive, and competitive.

AfriTin Mining believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the Company, regardless of their differences. AfriTin Mining recognises the importance of reflecting on its boards and in its workforce the diversity of the communities and countries in which we operate.

## *Recruitment*

AfriTin Mining recruits people in a number of different jurisdictions in which we operate. AfriTin Mining believes that employees from diverse backgrounds provides us with valuable knowledge, insight, and understanding of the different environments, communities, and countries in which we operate. It is therefore imperative that AfriTin Mining ensures that the appropriate selection criteria, based on diverse skills, experiences, and perspectives, are used when recruiting employees and board members.

AfriTin Mining is committed to a policy of equal employment opportunity and does not unfairly discriminate in the terms, conditions, or privileges of employment on account of race, gender, sex, pregnancy, marital status, ethnic or social origin, sexual orientation, age, disability, religion, conscience, belief, culture, language, or birth.

Harassment or intimidation of any employee, board member, or third-party contractor on account of race, gender, sex, pregnancy, marital status, ethnic or social origin, sexual orientation, age, disability, religion, conscience, belief, culture, language, or birth is prohibited.

AfriTin Mining is committed to maintaining a workplace free of any such harassment or unfair discrimination.

## *Training and Career Advancement*

All managers should be trained on the effective implementation and operation of this policy and in managing diversity to ensure that employees are treated fairly and evaluated objectively. Managers who have an involvement in the recruitment and selection process will receive specialist training.

## *Equality, Non-Discrimination, and Harassment*

AfriTin Mining recognises that there are distinct demographic groups in the various jurisdictions in which we operate that have long been discriminated against. AfriTin Mining also recognises the existence of systemic inequalities and unfair discrimination that remain deeply embedded in social structures, practices, and attitudes in society as a whole.

AfriTin Mining supports the eradication of systemic inequalities and unfair discrimination both within and outside AfriTin Mining. AfriTin Mining strives to uphold the values of human dignity, equality, freedom, and social justice in a united, non-racial, and non-sexist society. Additionally, AfriTin Mining wishes to promote equality and prohibit unfair discrimination.

AfriTin Mining believes everyone is equal before the law and has the right to equal protection and benefit of the law. It is AfriTin Mining's policy not to unfairly discriminate, directly or indirectly, against anyone on the grounds of race, gender, sex, pregnancy, marital status, ethnic or social origin, sexual orientation, age, disability, religion, conscience, belief, culture, language, or birth.

## *Gender Equality*

AfriTin Mining promotes gender equality in the workplace in all the jurisdictions in which we operate and aims to have fair and equal representation at all levels of the business, which is enabled through the following:

- Provide both women and men access to equal opportunities and outcomes, including equal remuneration for work of equal or comparable value;
- Remove barriers to the full and equal participation of women in the workforce;
- Provide full and genuine access to all occupations, including to leadership roles, for women and men;
- Drive a culture where rewards are directly linked to employee contributions and performance; and

- Eliminate discrimination on the basis of gender particularly in relation to family and caring responsibilities for both women and men.

AfriTin Mining continually reviews applicable legislation, stock exchange requirements, and internationally accepted best practices to ensure compliance with international gender equality goals.

## *Rights of People with Disabilities*

AfriTin Mining attaches particular importance to the needs of people with disabilities. Under the terms of this policy, management is required to:

- Make reasonable adjustment to maintain the services of an employee who becomes disabled (i.e., training, provision of special equipment, reduced working hours). It is important to note that managers are expected to seek advice and guidance from extended agencies to maintain disabled people in employment.
- Include people with disabilities in training/development programmes;
- Give full and proper consideration to people with disabilities who apply for jobs, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to perform the job.

## *Third Parties*

Third-party harassment occurs where an AfriTin Mining employee is harassed, and the harassment is related to a form of discrimination by third parties such as third-party contractors, consultants, or service providers and their directors, officers, and employees. AfriTin Mining will not tolerate such actions against its employees.

## *Reporting*

It is the responsibility of all directors, officers, and employees to comply with this policy and report actual or perceived violations of this policy.

Any director, officer, or employee who believes that he/she has been unfairly discriminated against or has been harassed as contemplated in this policy, should report such discrimination or harassment as set out below.

Employees can report the above discrimination or harassment via the anonymous email address ([grievances@afritinmining.com](mailto:grievances@afritinmining.com)) or via the anonymous hotline (to be confirmed), or to his/her manager or to his/her relevant Human Resources, who will provide guidance.

## *Responsibility*

Responsibility for ensuring the effective implementation and operation of this policy will rest with the AfriTin Mining Board and Executive Committee.

The Board and the Executive Committee will ensure that:

- They shall, and shall ensure that all AfriTin Mining employees shall, comply with this policy;
- All reasonable and practical steps are taken to avoid unfair discrimination and harassment as contemplated in this policy.

In addition, the Board and Executive Committee will ensure that:

- All AfriTin Mining employees and third-party contractors are aware of their obligations under this policy;
- Grievances concerning unfair discrimination and harassment are dealt with properly, fairly, and as quickly as possible; and
- Proper records are maintained and kept.

This policy should be read in conjunction with the Group Harassment Policy and any other applicable Regional Human Resources Policies.

This policy has a bearing on all other AfriTin Mining employment policies and arrangements. Management will also regularly review all such policies and arrangements to ensure compliance with this policy.

## *Monitoring*

A monitoring system will be introduced to measure the effectiveness of this policy.

This system will involve the routine lawful collection and analysis of information related to employees by gender, marital status, ethnic origin, religion/beliefs, grade, and length of service in current grade. Information regarding the number of employees who declare themselves as disabled will also be maintained. There will also be regular assessments to measure the extent to which recruitment to first appointment, internal promotion, and access to training/development opportunities affect equal opportunities for all groups.

Where appropriate, equality impact assessments will be carried out on the results of monitoring to ascertain the effectiveness of this policy.

The information collected for monitoring purposes will be treated as strictly confidential and it will not be used for any other purpose.

If monitoring shows that AfriTin Mining, or specific offices or regions within it, are not representative, or that sections of our workforce are not progressing properly within AfriTin Mining, then an action plan will be developed to address these issues.

### *Review and Amendments to this Policy*

This policy will be reviewed on an annual basis by the AfriTin Mining Head of Corporate Services and approved by the AfriTin Mining Board.

Any amendment to this policy shall be (i) in writing and (ii) be approved by the AfriTin Mining Executive Committee and the AfriTin Mining Board.

### *Conclusion*

AfriTin Mining endeavours to always achieve its diversity objectives through good conduct in the workplace that are ethical, consistently high, and in accordance with this policy and will ensure all its employees, including third-party contractors and their employees, are aware both of their obligations under this policy and their right to work in an environment that achieves the above objectives.