

DIVERSITY POLICY

ALCHEMY RESOURCES LIMITED ("COMPANY")

The Company is committed to supporting and managing diversity as a means of enhancing the Company's performance by recognising and utilising the contribution of the diverse skills and talents of its directors, officers and employees.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background, skills, experiences and perspectives. Diversity may result from a range of factors including age, gender, ethnicity, cultural background or other personal factors. The Company values the differences between its people and the contribution these differences make to the Company.

Role of the Board

It is the responsibility of the Board to foster an environment where:

1. individual differences are respected;
2. the ability to contribute and access employment opportunities is based on merit, skills and performance; and
3. inappropriate attitudes, behaviours and stereotypes are not acceptable and will not be tolerated.

Objectives

The Company encourages diversity in employment, and in the composition of its Board, as a means of ensuring that the Company has an appropriate mix of skills and talent to conduct its business and to achieve its goals.

The Company provides equal opportunities in respect to employment and employment conditions, including:

1. Hiring

The Board will ensure that management use appropriate selection criteria based on diverse skills and experience when hiring staff. These criteria will also be used by the Board when considering the appointment of Board members. Position specifications, advertisements, application forms and contracts will not contain any direct or implied discrimination.

2. Training

The Board recognises, and is committed to, the appropriate on-going professional training of its directors, officers and employees. Training opportunities will be based on the individual's development needs as well as the Company's requirements.

3. Career Advancement

Career advancement, including promotions, transfers, and other assignments, will be based on skill and merit as well as the Company's needs.

Achieving Diversity

The Company aims to achieve diversity on its Board and in senior management. Due to the small size of the Company and its small number of employees, the Board does not consider it appropriate at this time, to formally set measurable objectives for gender diversity.

Reporting Responsibility

It is the responsibility of all directors, officers and employees to provide a work environment that is free from discrimination and harassment, and to comply with this Policy and report violations or suspected violations of this Policy.

Compliance with this Policy

Any breach of compliance with this Policy is to be reported directly to the Chief Executive Officer (CEO) (or equivalent), Chair or Company Secretary, as appropriate. Anyone breaching this Policy may be subject to disciplinary action, including termination.

Periodic Review of Policy

The Company will monitor compliance with this Policy periodically by liaising with the Board, management and employees. Suggestions for improvements or amendments to this Policy can be made at any time in writing to the CEO (or equivalent).

Approved by the Board of Alchemy Resources Limited on 14 September 2021.