Diversity Policy

1. Introduction

Benz Mining Corp. (**Company**) and all its related bodies corporate are supportive of workplace diversity and inclusion at all levels of the Company.

The Company recognises the potential benefits that arise from employee and Board diversity and the importance of employing individuals on merit and not identity.

The Company does not tolerate discrimination, harassment, vilification or victimisation.

The Company acknowledges that hiring people based on identity is demeaning to people who achieved success through hard work and despite adversity.

Diversity includes, but is not limited to, cultural background, body shape, ethnicity, demographic background, gender and age.

1. Objectives

The Diversity Policy provides a framework for all people to be treated equally and provided with the same opportunity and allow for:

* + 1. people to be employed and promoted on merit and contribution to the business;
		2. a diverse and skilled workforce, leading to continuous improvement and achievement of corporate goals;
		3. a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
		4. a work environment that values and utilises the contributions of employees of all backgrounds; and
		5. awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all individuals.
1. Responsibilities
	1. The Board's commitment
		1. The Board is supportive of workplace diversity and ensuring people of all backgrounds have no barriers to employment or advancement.
		2. The Board will conduct all Board appointment processes in a manner that ensures candidates are selected on merit and without prejudice or discrimination.
		3. The Board is responsible for developing measurable objectives and strategies to achieve the objectives of the Diversity Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.
		4. The Board will also set Measurable Objectives for achieving gender diversity and monitor their achievement.
		5. The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.
	2. Strategies

The Company's diversity strategies include:

* + 1. recruiting from a diverse pool of candidates for all positions;
		2. removing barriers to entry for all potential candidates and basing selection on merit not discriminating factors; and
		3. encourage workforce participation across all genders, demographics, tribal backgrounds and ethnicities when and where appropriate.
1. Monitoring and evaluation

The Chair will monitor the scope and currency of this Policy annually.

The Company is responsible for implementing, monitoring and reporting on the Measurable Objectives.

Measurable Objectives must be reviewed and set annually.

Measurable Objectives as set by the Board will be included in the annual key performance indicators for the CEO and senior executives.

In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

1. Reporting

The Board will include in the Annual Report each year:

* + 1. the Measurable Objectives, set by the Board for that year;
		2. progress against the Measurable Objectives; and
		3. either:
			1. the proportion of women employees in the whole organisation, at senior management level and at Board level; or
			2. if the Company is a 'relevant employer' under the Workplace Gender Equality Act, the Company's most recent 'Gender Equality Indicators', as defined in and published under that Act.