

PepinNini Minerals Ltd Diversity Policy

PepinNini Minerals Ltd(PepinNini) recognises its talented and diverse workforce as a key competitive advantage. Our company's success is a reflection of the quality and skill of our people. PepinNini is committed to seeking out and retaining the finest human talent to ensure the company's peak performance.

Diversity management benefits individuals, teams, our company as a whole, our shareholders, joint venture partners and customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do. PepinNini 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. We are committed to employing the best people to do the best job possible. We recognise the importance of reflecting the diversity of our shareholders, joint venture partners and customers in our workforce. The diverse capabilities that reside within our talented workforce, positions PepinNini to anticipate and fulfil the needs of our diverse shareholders, joint venture partners and customers both domestically and internationally, providing high quality exploration services.

PepinNini is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education.

We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

Recruitment

PepinNini recruits from all over Australia and in the locations of our international projects. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge to ensure exploration success. We provide scholarships for promising young men and women and under-represented status students with the potential to become high achieving professionals in PepinNini.

Career development and promotion

PepinNini rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

Community programs

PepinNini recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole. PepinNini is committed to tackling cultural stereotypes both within and outside our organisation. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

Diversity practices

All employees undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills. PepinNini does not tolerate non-inclusive behaviour and upholds the law aimed at preventing vicarious liability.

To achieve this PepinNini expects its employees to:

- Uphold and demonstrate PepinNini's core values and behaviours at work or at after hours work functions;
- Regularly attend/complete diversity awareness training;
- Understand and comply with Diversity policies and procedures;
- Know how to appropriately access and use the Resolution Options Model;

- Be assertive to prevent inappropriate and non-inclusive behaviours of discrimination, harassment, bullying, victimisation and vilification;
- Willingly adapt their behaviours if required to ensure appropriate workplace conduct.

Resolution Options Model

PepinNini supports any employees who are subjected to inappropriate behaviours through its Resolution Options Model.

There are three resolution options the employee can choose from as follows:

Informal complaint – usually a verbal complaint about a minor incident. The most suitable resolution option here is the person is encouraged to address and resolve the issue with the other party directly. They can also seek information or assistance from their direct Supervisor or the Human Resources manager.(0882185011 or 0417 858 898 or 0294535026)

Formal Complaint (internal) – more serious complaint which is put in writing to the Human Resources manager or their Manager. A formal investigation is likely to occur.

Formal Complaint (external) – usually for an extremely serious complaint lodged with an external provider eg. Anti-Discrimination Commission. A formal investigation will occur.

Support is available to decide which option to choose and includes:

Human Resources Manager – the first point of contact(0882185011 or 0417 858 898 or 0294535026). She can advise on the options available to resolve the issues, the employee's rights and responsibilities, and relevant information and support for informal resolution.

PepinNini provides ad safe and pleasant environment for our employees.

We offer:

- Flexible working time arrangements
- Employee education assistance
- Employee network and support groups
- Open communications
- Mentor programs
- Scholarship programs