

Diversity Policy

EAU Mining understands that a diverse talented workforce provides the Company with a sustained competitive advantage. The Company will continuously seek out individuals that have unique skill sets, education, interpersonal skills that serve the business effectively. Diversity will also examine other factors such as cultural background, gender, and age. Such elements will support productivity, retention, and optimal decision-making.

The selection and appointment of EAU Board of Directors will also take in to account their diversity of background inclusive of existing and previous work experience including public company board experience. Board of Director selection process to be transparent as set out in the ASX Principles and as such should be selected from a diverse pool of qualified candidates including both men and women applicants. Similarly, the same process shall be applied in the recruitment process of the Company's senior management team where efforts are undertaken to provide qualified women an opportunity to compete for roles with their male counterparts. And that search recruitment firms hired by the Company will work towards securing a wide selection of diverse candidates including specific drives to encourage qualified women applicants. The Company will initiative an annual assessment to examine gender pay parity across the business and take appropriate steps to address areas of deficiencies including pay and leave time, harassment, bullying, and intimidation so to produce a positive trusting work environment for all concerned. The Company will also regularly use a third party to assess the effectiveness of its grievance mechanisms to ensure women and vulnerable populations can feel empowered to confidentially lodge complaints and feel confident as to the objective Company process towards examination and resolution.