



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Global Civil and Mining is an integrated civil and mining service providing surface mining, mine site construction and surface miner rebuilds.

Our Scope is to provide *Surface Mining Operations, Maintenance of Surface Mining Plant and Equipment*.

We are committed to providing a work environment where equal employment opportunity exists for all current and potential employees. Pursuant to the *Equal Opportunity Act 1984*, Global Civil and Mining aspires to create a workplace free from discrimination against race, colour, national or ethnic origin, religion, sexual preference, gender, age, disability, lawful trade union activity, marital status, pregnancy or a characteristic specified under current anti-discrimination and human rights legislation.

To implement this Policy we will:

- Give current and potential employees equal opportunity for employment, training and development, terms, conditions and benefits, transfer and promotion.
- Base assessments and decisions on performance, experience and qualifications.
- Not tolerate any form of harassment or discrimination in the workplace.
- Take all reports of discrimination and harassment seriously and confidentially.
- Apply disciplinary action where an employee has breached this Policy.

This Policy applies to all personnel engaged in activities under Global Civil and Mining's operational control. Global Civil and Mining Management will use their influence to promote this Policy. Global Civil and Mining will adapt to the higher-level procedure that is applicable to the site standards.

Global Civil and Mining will review this policy annually.

A handwritten signature in black ink, appearing to read 'Kane Blackburn', is positioned above the printed name.

Kane Blackburn
Managing Director
18th April 2025