

EQUITY, DIVERSITY, AND INCLUSION POLICY

1. PURPOSE

Panoramic Resources (Panoramic) believes in and abides by the principles of equitable and non-discriminatory employment and operational practices as enshrined in the laws and regulations relating to anti-discrimination and employment practices with focus on anti-harassment, equity, diversity, and inclusion.

Panoramic is committed to promoting fairness and as an equal opportunity employer does not discriminate based on gender, race, marital status, disability, age, religious affiliation, political beliefs, pregnancy, or any other attributes that are covered by equal opportunity and anti-discrimination legislation.

Panoramic aims to foster a culture of equity, diversity and inclusion that values the diverse background, experiences and perspectives of its employees and create a work culture that is free from discrimination and bias. Panoramic acknowledges that this is an ever-evolving journey that will require sustained and sensitive education, promotion, and leadership.

Panoramic is committed to ensuring its workplace and environment are free from any forms of harassment, bullying and victimisation. To assist in building and sustaining a safe and positive working environment, Panoramic employees are encouraged to uphold the ideals of respect, dignity, equity, and fairness to build and sustain a respectful, diverse, and inclusive culture.

2. SCOPE

A reference to Panoramic in this Policy (“Policy”) is a reference to:

- (a) Panoramic Resources Ltd (“the Company”) and each of its subsidiaries (together “the Group”); and
- (b) any joint ventures under a Group company’s operational control.

This Policy applies to all directors, employees, consultants and contractors of Panoramic. (“Personnel”).

All Personnel will be provided with access to a copy of this Policy via the Company’s website and intranet.

Training or awareness sessions on this Policy will be held from time to time, as required. This Policy does not impose on Panoramic or its Personnel any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia, or of any overseas jurisdiction.

3. RESPONSIBILITIES

1. Board and Management:

- a. Lead by example in promoting safe, respectful, equitable and inclusive workplace at all times and model the behaviours expected of Panoramic personnel.
- b. Articulate the vision and outcomes in relation to equity, diversity and inclusion and review progress.
- c. Set measurable objectives when appropriate and required for achieving outcomes with respect to equity, diversity, and inclusion.
- d. Communicate the vision and outcomes to the Company to build an understanding of the importance and the benefits of an equitable, diverse, and inclusive workplace.

2. Managers and Supervisors:

- a. Take positive steps to recognise and build diversity, equity, and inclusion in the teams they lead through conscious practice of the principles in this policy in all aspects of employee management and employee lifecycle.

- b. Ensure this policy and associated procedures are introduced to all new employees during their induction period, made available to all employees and contractors and actively communicated within Panoramic.
- c. Set expectations of supervisors, trainers, and assessors to demonstrate appropriate conduct and to monitor the conduct of employees and contractors within the operations of Panoramic.
- d. Ensure that all employees and contractors are made aware that instances of discrimination, harassment or bullying will not be tolerated under any circumstances.
- e. Encourage and provide avenues for employees and contractors who feel they have been harassed or discriminated against to come forward and report their experience in a non-judgemental and confidential environment; and
- f. Seek assistance from Human Resources and where required from external experts or law enforcement agencies to investigate and take appropriate action against reported instances of discrimination, harassment or bullying.

3. Employees:

- a. Read, understand, and comply with this Policy and associated procedures, including announcements and communication of any future amendments, during the course of their employment; and
- b. Behave and always conduct themselves in a manner that their workplace remains safe, respectful, equitable and inclusive.
- c. Call-out instances of behaviour amongst their colleagues, if it is not respectful, safe, or inclusive and is discriminatory, in a respectful and safe manner when they feel safe to do so.
- d. Report any observed instances of behaviour that may be discriminatory or constitute harassment or bullying to their supervisor or if where required to Human Resources.

4. POLICY

1. Environment Conducive to Equity, Diversity, and Inclusion

To have a properly functioning diverse and inclusive workplace, discrimination, harassment, vilification, and victimisation cannot and will not be tolerated by Panoramic.

Personnel are expected to contribute to ensuring that the work environment is free from discrimination, harassment, vilification, and victimisation and Panoramic's Board and management will ensure that complainants or reports of this type of behaviour are treated seriously, confidentially, and sympathetically by Panoramic.

Personnel should demonstrate respect of others, consideration for the cultural and social differences of the people with whom they work, communicate with others politely and respectfully and raise any diversity concerns with their manager or supervisor.

Panoramic will encourage an awareness in all Personnel of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity and inclusion.

2. Recruitment and Retention

Recruitment and retention practices and processes at Panoramic will support the purpose of this policy by:

- 1. Ensuring that its recruitment and selection strategies and practices encourage Women, Aboriginal and Torres Strait Islanders, Culturally, Ethnically and Linguistically Diverse candidates to consider opportunities with the Company.
- 2. Building awareness of biases both conscious and unconscious that may affect managers' decisions on selection and retention.
- 3. Where feasible, partner with agencies and corporations to promote Aboriginal and Torres Strait Islander employment opportunities with the Company.
- 4. Ensuring Onboarding practices are welcoming, safe, and inclusive for all employees.

3. Performance Management

Performance review and management practices at Panoramic will support the purpose of this policy by:

1. Educating managers to be cognisant of gender, cultural and linguistic contexts of their team members while setting expectations and giving feedback.
2. Providing reasonable support and adjustment that allows employees to perform their work effectively including, but not limited to, training, equipment, breaks and other resources.

4. Remuneration and Benefits

Remuneration and Benefits practices and processes at Panoramic will support the purpose of this policy by:

1. Analysing gender pay gap on an annual basis to evaluate pay equity trends based on employee roles.
2. Implementing and maintaining a remuneration framework that promotes fair and equitable pay for all employees, aims to address gender pay gap by roles, and eliminates bias or discrimination based on any protected attribute in pay decisions.

5. Training and Development and Career Progression

Training and development practices and processes at Panoramic will support the purpose of this policy by:

1. Providing reasonable training and development opportunities to allow employees to develop skills and competencies required to perform their role.
2. Ensuring that employment breaks due to parental leave do not disadvantage employees in decisions relating to career progression in form of promotions or lateral career opportunities.
3. Ensuring that training and development opportunities are provided in a reasonable manner to accommodate employee learning needs and makes reasonable accommodation for employees with disabilities.

6. Employee Relations

Employee relations processes and practices at Panoramic will support the purpose of this policy by:

1. Providing information and training to all employees on safe and inclusive behaviour and expected standards of behaviour at work.
2. Educating and informing managers on identifying bias, discrimination and behaviour that is construed as harassment or bullying.
3. Ensuring the processes for reporting instances of discrimination, bullying or harassment do not victimise the employee reporting and they feel safe and listened to.
4. Ensuring that processes for investigating reported instances of discrimination, bullying or harassment follow principles of natural justice and ensures that all information is handled sensitively keeping employee wellbeing in mind.
5. Where reasonable and necessary seeking expert external assistance and support to address instances of discrimination, bullying or harassment.

7. Work Practices

Work practices, policies, and processes at Panoramic will support the purpose of this policy by:

1. Acknowledging that employees at all levels may have requirements relating to family, well-being and physical or mental needs that demand reasonable adjustments and flexibility.
2. Respond and assist employees to address these requirements needs through reasonable adjustments with due regard to nature of work and operational requirements.

8. Measurable Objectives

The Board may set measurable objectives for achieving gender diversity that are appropriate for the Company which, if established, will be disclosed in the Company's corporate governance statement prepared in accordance with ASX Listing Rule 4.10.3.

If set, these measurable objectives will include appropriate and meaningful benchmarks that are able to be, and are, measured and monitored for effectiveness in addressing any gender imbalance issues in the Company. These could include achieving specific numerical targets (e.g. a target percentage) for the proportion of women employed by the organisation generally, in senior executive roles and on the Board within a specified timeframe.

The Board may also set measurable objectives in relation to other aspects of diversity that are appropriate for the Company.

5. APPLICATION

This policy is to be read and applied in conjunction with the Workplace Behaviour and Standards Policy that provides information on expected standards of workplace conduct and describes the Company's approach addressing discrimination, harassment (including sexual harassment), bullying and workplace violence and assaults (including sexual assaults).

6. REVIEW OF POLICY

The Board will review this policy at least annually and update it as required. The Board will also review any measurable objectives it has set in accordance with this Policy and its progress towards achieving them.

7. RELATED DOCUMENTS

1. Workplace Behaviour and Standards Policy
2. Code of Conduct
3. Discipline, Complaints and Grievance Management Procedure
4. Equal Opportunity and Discrimination Policy Statement