

# Palladium **One** Mining Inc.

## Diversity and Inclusion Policy

Owner: Chief Executive Officer

Administrator: Chief Executive Officer

Approval Date: March 14, 2022

Version: 1.0

## 1. PURPOSE

Diversity and inclusion at Palladium One Mining Inc. (“PDM” or the “Company”) is about commitment to equality and the treatment of all individuals with respect.

PDM is dedicated to growing an inclusive and diverse workforce, aligned with the Company’s values of safety, excellence, accountability and respect, where Board members, employees, consultants, contractors and temporary workers of the Company are treated fairly, feel respected and where they are able to contribute to business success and realise their full potential. Diversity at PDM refers to all characteristics that make individuals different from each other. It includes characteristics such as age, caring responsibilities, religious beliefs, cultural diversity, nationality, ethnicity, gender or gender identity, sexual orientation, disabilities, socio-economic background, perspectives and experience, or any other area of potential difference. Inclusion refers to our diverse range of people feeling welcomed, respected, and valued to fully participate, have access to opportunities and resources, and be able to contribute their perspectives and talents to improve the organisation.

## 2. APPLICABILITY AND SCOPE

This policy applies to all directors, officers, employees, contractors, consultants, temporary workers, and other workers including personnel affiliated with related parties (“Personnel”).

## 3. RESPONSIBILITIES

All Personnel shall, to the best of their knowledge and ability, adhere to, comply with, and advocate the principles set out in the Company’s Diversity and Inclusion Policy, incorporating it into their daily work practices and report violations or suspected violations in accordance with this Diversity and Inclusion Policy and the Code of Conduct and Ethics of the Company.

Directors, Officers and Managers are responsible for understanding their role in promoting diversity and inclusion, communicating, and implementing policies, standards and procedures effectively and working with Personnel and business partners to integrate the values of diversity into employment practices.

## 4. POLICY

When valuing and managing diversity, PDM will:

- i. Attract and retain a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located and our employees reside,
- ii. Build and maintain a safe and inclusive work environment by acting against inappropriate workplace behaviour including discrimination, harassment, bullying, victimisation, and vilification,
- iii. Set measurable objectives for gender diversity which will be monitored and reviewed against the effectiveness of this policy and associated procedures,
- iv. Build a workforce that is provided with opportunities to develop skills and experience for career advancement, learning and development,
- v. Ensure that succession and talent management processes provide the necessary learning and development opportunities to develop a broader and more diverse pool of skilled and experienced

employees, that over time, will be considered for advancement to more senior roles, including the executive team and the Board of Directors,

- vi. Implement appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring internal and external staff, including Board members. Recruitment practices at all levels including job specifications, advertisements, application forms and contracts will guard against conscious or unconscious biases that might discriminate against certain candidates,
- vii. Implement practices to encourage applicants and employees of all backgrounds to apply for, and have fair opportunity to be considered for, all available roles,
- viii. Implement standards and procedures that support flexible work practices to meet the differing needs of all employees, and
- ix. Comply with equal opportunity and anti-discrimination legislation, such as those set forth in the Canadian Human Rights Act, and the Employment Equity Act.

## **5. MAINTENANCE AND REVIEW**

This Policy has been approved by the Board of the Company. It is administered by Chief Executive Officer and will be reviewed for updates every 2 years, unless a change in laws and regulations requires an earlier amendment. Any proposed revisions to the policy will be approved by the Board, as needed.