



## Equal Employment Opportunity Policy

At Metallica Minerals Limited (Metallica), we are committed to ensuring a workplace free of discrimination and harassment. This commitment is based, in part, on the need to ensure that our organisation complies with equal opportunity laws.

We are also committed to providing a safe and pleasant working environment for all employees and encouraging good working relationships between employees and contractors.

We will endeavour to ensure that in the application of all company policies, practices and procedures, no discrimination takes place and no sexual, racial or other harassment occurs in the workplace.

Metallica is committed to achieving the following Equal Employment Opportunity (EEO) objectives:

- Promote equal opportunity for all employees at all levels and will not discriminate except where the law requires
- Provide equal opportunity for all qualified individuals regardless of factors such as gender, domestic responsibilities, marital status, religion, race, ethnicity, language, sexual orientation, disability or age in recruitment
- to ensure all employees are treated fairly
- to fully utilise and develop the potential of every employee
- to keep all other policies and procedures consistent with EEO principles

Our policies will be reviewed from time to time to ensure they remain adequate, encourage best practice, and drive our Equal Employment Opportunities Policy planning and continuous improvement processes.

A handwritten signature in black ink, appearing to read "Peter Turnbull".

**Peter Turnbull**  
Chairman  
April 2017

A handwritten signature in blue ink, appearing to read "Simon Slesarewich".

**Simon Slesarewich**  
Chief Executive Office  
April 2017

title	date effective	revision status	set review	planned review	page
Equal Employment Opportunity Policy	4 April 2017	1	5 years	4 April 2022	1 of 1