

Petropavlovsk PLC



Inclusion & Diversity Policy

Version 1.1

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Oversight: Nominations Committee

Scope: all employees and directorate of Petropavlovsk group of companies

Approved:

Petropavlovsk PLC Executive Committee: 14 May 2021

Petropavlovsk PLC Board: 14 May 2021

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1. The purpose of this Policy

This policy sets out the expectations of Petropavlovsk regarding the behaviours required for an inclusive and diverse workplace. The policy promotes equality of opportunity and aims to eliminate any unfair and unlawful discrimination. This applies to all employment policies and practices including those relating to:

- Recruitment and selection;
- Terms and conditions of employment;
- Working environment;
- Training and development;
- Promotion and career progression;
- Redundancy and re-deployment.

Petropavlovsk is committed to inclusion and diversity which forms a key part of our values and a key component of Petropavlovsk's culture supporting the long-term sustainable success of our business.

This policy applies to the whole of our business and operations, including all our subsidiary companies. When we say 'we', 'us', 'our' or 'Petropavlovsk' in this policy, we mean Petropavlovsk PLC and all of its direct and indirect subsidiaries.

2. Our commitment to inclusion and diversity

Inclusion is everybody's business.

At Petropavlovsk, we aspire for our people to stand by the values of our business. Inclusion and respect is at our core. We seek to:

- Embrace and make space for different perspectives, valuing and realising diversity as a strength;
- Ensure that our processes are transparent, fair and free from bias, whenever and wherever possible
- Ensure that our people are able to achieve their full potential and that they have equal opportunities to learn, participate and grow;
- Hire, engage and promote a diverse workforce;
- Provide an environment where people are able to feel safe to speak up when others are excluded or if things are not right;
- Develop sustainable and strong relationships with diverse stakeholders, including shareholders, other investors employees, communities, customers, governments and suppliers.

This is how we want to do business and how we seek to ensure that everybody is supported to perform at their best, every voice is heard and every idea is encouraged.

3. Why inclusion and diversity is important

Inclusion and diversity is important for the long-term sustainable success of Petropavlovsk and it enables us to:

- Deliver high performance and growth by engaging, attracting and retaining diverse talent;
- Support our people in order for them to reach their full potential by providing a workplace where people feel comfortable to be themselves and feel supported to perform to the best of their abilities;

- Innovate and challenge in order to achieve the best solutions and ideas possible by enabling us to access the diverse knowledge, experiences and perspectives of our wider stakeholders and workforce;
- Manage risk and optimise resources by collaboratively working to eliminating cultural and structural barriers;
- Enhance and protect our “licence to operate” by respecting, recognising and taking into account the interests and needs of our different stakeholders;
- Respond and adapt more effectively to changing societal expectations and the market in general.

4. How we support inclusion and diversity

We all contribute towards supporting inclusion and diversity and taking personal responsibility for our contribution and behaviour.

All of our employees, partners and contractors are responsible for:

- Acting with respect and integrity in accordance with our company values;
- Being role models and showing this through behaviours in everyday actions;
- Recognising when we have our own personal biases that may unintentionally cause us to exclude and work hard in order to overcome them;
- Actively supporting inclusion and diversity in our work environments and teams;
- Acting as inclusion and diversity champions – supporting and advocating for programmes and initiatives;
- Contributing towards creating an environment where everyone feels valued, respected and supported to perform at their best;
- Speaking up (whether by advising their manager or HR manager or following relevant grievance procedures) if they or others appear to be excluded.

The Petropavlovsk PLC Board of Directors (Board) will:

- Establish our values, purpose and strategy and satisfy themselves that these are aligned to our desired culture;
- Sponsor this policy;
- Lead by example;
- Enable the development of the strategies and targets for inclusion and diversity (our Diversity Plan), whether as a standalone plan or embedded as part of Petropavlovsk’s wider strategy;
- Mandate the nominations committee of the Board to monitor and report on our performance on diversity (including our Diversity Plan) in our annual report for each year.

Our Executive Committee will:

- Lead by example;
- Embed this policy within the organisation;
- Develop and propose to the Board our Diversity Plan (whether standalone or as part of the strategy) and monitor performance against it;
- Ensure full consideration of the impact of diversity across every talent decision and actively ensure diversity is built into their teams.

All our supervisors and managers will:

- Lead by example;
- Fully consider the impacts of diversity across every talent decision they make – promoting, hiring, developing etc. and actively ensure diversity is built into their teams;
- Ensure this policy is communicated and understood within their own area of responsibility or teams;
- Establish an inclusive work environment where people feel valued, respected and supported to perform at their best.

Petropavlovsk is an equal opportunity employer and does not discriminate on grounds of age, national or ethnic origin, language, gender, race, political beliefs, religion, sexual orientation or physical ability.

We aim to develop processes and systems that are free from bias and are designed to retain, attract and reward inclusive leaders and diverse talent. Wherever we operate, we are committed to supporting productive and developing long-term and mutually beneficial relationships with local suppliers, communities and partners.

5. Our targets for inclusion and diversity

We set targets in order to achieve an inclusive and diverse workplace and comply with national, international and local regulatory requirements in reporting our progress and performance.

We propose to disclose our Diversity Plan (to the extent appropriate) and performance against it in the relevant year in our annual report for that year.

6. Complying with this policy and the role of HR

Our employees are responsible for the practical application of the policy. Any act by an employee to discriminate against a colleague or encourage another colleague to do so (in any way whether by word or behaviour) will be taken very seriously and may be a disciplinary matter.

Special responsibility for the practical application of the policy falls upon our managers, supervisors and members of the HR function involved in day-to-day supervision and management of employees and of recruitment, selection, promotion and training of employees.

Any queries in the application or interpretation of this policy should be discussed with the Deputy CEO, Human Resources and Organisational Design, who is responsible promoting, maintaining and proposing changes to amend and update this policy.

7. Review

Our policy will be monitored and reviewed annually.

Revisions, amendments and alterations of this policy will only be implemented following consideration and approval by the Board.