

## DIVERSITY POLICY

### TALISMAN MINING LIMITED ("COMPANY")

The Company is committed to managing diversity as a means of enhancing the Company's performance by recognising and utilising the contribution of diverse skills and talent from its directors, officers and employees.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives, including persons with co-existing domestic responsibilities. Diversity may result from a range of factors including age, gender, ethnicity, cultural background or other personal factors. The Company values the differences between its people and the contribution these differences make to the Company.

#### Role of the Board

It is the responsibility of the Board to foster an environment where:

1. Individual differences are respected.
2. The ability to contribute and access employment opportunities is based on performance, skill and merit.
3. Inappropriate attitudes, behaviors and stereotype are confronted and eliminated.

#### Objectives

The Company encourages diversity in employment, and in the composition of its Board, as a means of ensuring the Company has an appropriate mix of skills and talent to conduct its business and achieve the Company's goals.

Specifically, the Company will endeavor to provide equal opportunities in respect to employment and employment conditions, including:

1. **Hiring:** The Company will endeavour to utilise appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring new staff, including Board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination. The Board is empowered to engage professional consultants to assist in the hiring process by presenting diverse candidates to the Company for consideration.

2. **Training.** The Company will endeavour to ensure that internal and external training opportunities will be based on merit and in light of Company and individual needs. The Board will consider senior management training and executive mentoring programs to develop skills and experience to prepare employees for senior management and Board positions.  
Examples of information which, if made available to the market, may depending on the circumstances be likely to have a material impact on the price of the Company's securities are set out in the Appendix.
3. **Career Advancement.** The Company will endeavour to ensure that all decisions associated with career advancement, including promotions, transfers, and other assignments, will meet the Company's needs and be determined on skill and merit.

### **Achieving diversity**

The Board may set measurable objectives for achieving gender diversity that are appropriate for the Company, which will be disclosed in the Company's Annual Report.

Measurable objectives that may be considered may include: the procedural/structural objectives; initiatives and programs and/or targets in respect of: the number of women employed by the Company; the number of women on the Board; the nature of the roles in which women are employed, including on full time, part time or contracted basis; and the relative participation of men and women at different remuneration bands.

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

### **Work environment**

The Company will endeavour to ensure that all officers, employees and contractors have access to a work environment that is free from harassment. The Company's policy does not permit unwanted conduct based on an officer, employee or contractor's personal circumstances or characteristics.

The Board and senior managers wish to foster and develop a work environment that is harassment free, and to ensure that complainants or reports of sexual, racial or other harassment are treated seriously, confidentially, and sympathetically by the Company.

### **Reporting Responsibility**

It is the responsibility of all directors, officers and employees to comply with the Company's Diversity Policy and report violations or suspected violations in accordance with this Diversity Policy.

The Board will monitor Company performance in meeting the standards and policies outlined in this Policy. This will include an annual review of any diversity objectives set by the Board, and its progress in achieving them.

The Board may consider setting key performance indicators for the Board, the Chief Executive Officer and senior executives that are linked to the achievement of relevant diversity objectives that may be set by the Board.

**Compliance with this Diversity Policy**

Any breach of compliance with this *Diversity Policy* is to be reported directly to the Managing Director or Chair, as appropriate. Anyone breaching this Diversity Policy may be subject to disciplinary action, including termination.

<p><b>SUMMARY OF DIVERSITY POLICY</b></p> <p>The Board has adopted a Diversity Policy which describes the Company's commitment to ensuring a diverse mix of skills and talent exists amongst its directors, officers and employees, to enhance Company performance. The Diversity Policy addresses equal opportunities in the hiring, training and career advancement of directors, officers and employees. The Diversity Policy outlines the process by which the Board may set measurable objectives to achieve the aims of its Diversity Policy, with particular focus on gender diversity within the Company: The Board is responsible for monitoring Company performance in meeting the Diversity Policy requirements, including the achievement of any applicable diversity objectives.</p>
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