

DGO Gold Limited

Diversity Policy

June 2021

Introduction

DGO Gold Limited (“DGO Gold” or “the Company”) recognises the benefits that can arise from encouraging diversity in its workplace. Diversity covers many areas including but not limited to engaging persons with different gender, age, religion, race, ethnicity, sexual orientation, physical abilities, marital/ family status, perspective, experience, socio – economic and cultural backgrounds or any other area of potential difference.

This Diversity Policy outlines the Company’s approach to promoting and improving the diversity of its workforce whilst making selections and appointments of employees, contractors and directors in the context of a minerals exploration Company.

Commitment to Workplace Diversity

The Company is committed to developing diversity in its workplace to assist the Company to achieve its goals and objectives by providing an environment whereby appointments, advancement and opportunities are considered on a fair and equitable basis. This policy applies to the extent practicable to all Employees, Directors and Contractors that are engaged in work related tasks.

Benefits of Diversity

DGO Gold recognises the value of attracting and retaining Employees, Contractors and Directors from diverse backgrounds, knowledge, experience and abilities. The benefits arising from embracing Board and Director and Senior Management diversity include:

- A broader pool of employees
Accepting diversity in recruitment enables to attract, retain and motivate employees from the widest possible pool of available talent.
- Accessing different perspectives and ideas
Engaging persons from diverse backgrounds enables different approaches to problem solving and decision making; and
- Improving efficiency and retention
Engaging workplace diversity will foster a culture whereby persons from different backgrounds are seen to be valued, providing motivation for increased retention and productivity.

The Company believes that the disclosure of this Diversity Policy will foster a greater understanding of its diversity objectives with its various stakeholders.

Selection and Appointment of Directors and Employees

The Company is committed to promoting a corporate culture which embraces diversity when determining the composition of the Board, Senior Management and Employees and considered during its recruitment and selection process.

DGO Gold will ensure that recruitment and selection decisions are based on the principle of merit, skills and qualifications and regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience or any other factor not relevant to the position. Past skills and experience in the mining and exploration industries will be a key determinant in the selection process.

During the Board appointment process, the Company will consider developing gender, age and cultural diversity as well as the necessary skills and experience required to add value to the Board.

Any Director's appointment will require the Board to consider diversity in addition to leadership, technical expertise, corporate and governance experience, interpersonal communication and management skills, exploration and mining experience, reputation, qualifications, specific requirements of the Company at the time and the additional skills that can be added by the individual to the Board.

The Company will ensure the Director selection process will be formal and transparent. There will be an assessment of the individual candidate's attributes including skills, experience, reputation and how the appointment will compliment the overall diversity on the Board.

The candidates will be selected from a diverse pool by means of advertising vacancies, referrals and through the engagement of professional services firms. The Company considers gender diversity during its succession planning process of the Directors and Senior Management personnel.

The Company also facilitates flexible work practices to enable all employees who may have domestic responsibilities. The Company is determined to build an inclusive workplace to all employees and will not tolerate discrimination, harassment, vilification and victimisation.

Reporting of Measurable Objectives

DGO Gold is committed to facilitate equal opportunity in the workforce and the leadership roles. The Company, in its annual report will disclose the objectives set for the relevant reporting period and the percentage of women at various levels within the organisation.

Responsibilities

The Board will be responsible for establishing measurable objectives for achieving gender diversity and will annually assess both the objectives and progress in achieving them. The Board will liaise with the Company Secretary, Senior Management and Employees at all levels in relation to the diversity issues including setting objectives, annual reporting and implementation of this Diversity Policy.

Review of the Policy

The Board will review the Diversity Policy annually to ensure it remains consistent with the regulations.

A copy of the Diversity Policy is available on the Company's website www.dgogold.com.au.