EQUAL OPPORTUNITIES AND ANTI-DISCRIMINATION

Pacific Mining Parts also known collectively PMP Group (the "Company") is committed to providing a diverse, inclusive, and respectful workplace. We embrace and celebrate the differences among our employees and recognise that our strength lies in our collective diversity. We are dedicated to promoting equal opportunities and preventing discrimination in all aspects of our operations.

SCOPE

This policy sets forth the minimum expected standards for all entities under the governance of the PMP Group, encompassing their employees, contractors, and stakeholders across all operational locations. In jurisdictions where applicable laws prevail, they supersede the PMP Group Policy.

It encompasses recruitment, hiring, training, working conditions, promotions, and all other aspects of employment and engagement with our organisation. The aim is to ensure that no person is discriminated against either directly or indirectly on the grounds of race, colour, sex, sexual orientation, breastfeeding, gender identity, intersex status, age, physical or mental disability, marital status, family or carer's responsibilities, pregnancy, religion, political opinion, national extraction, social origin.

PRINCIPLES

a) Equal Opportunities - We are dedicated to providing equal opportunities to all employees, applicants and any other individual who interacts with the Company in any capacity. All employment decisions, including recruitment, promotion, training, and development, will be based on merit, qualifications and abilities.

b) Anti-Discrimination - We will not tolerate any form of discrimination, harassment, or victimisation. Discriminatory behaviour, whether direct or indirect, is strictly prohibited.

c) Commitment to Aboriginal and Torres Strait Islander Inclusion – The Company acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands on which we operate. We are committed to fostering respectful relationships and creating meaningful employment, training, and development opportunities for Aboriginal and Torres Strait Islander peoples. This includes supporting pathways to employment, supplier engagement, and cultural awareness across our workforce.

RECRUITMENT AND SELECTION

The recruitment and selection process are crucially important to any equal opportunities policy. We will endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or subconsciously, in making these decisions.

Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.

We will adopt a consistent, non-discriminatory approach to the advertising of vacancies. We will not confine our recruitment to areas or media sources which provide only, or mainly, applicants of a particular group. All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.

RESPONSIBILITIES

The Company's leadership team is responsible for ensuring the implementation and enforcement of this policy. They are dedicated to lead by example and create a culture of inclusion and diversity within the organisation.

All employees are expected to treat each other with respect, fairness, and equality. Any employee who witnesses or experiences discrimination or harassment is encouraged to report it promptly by following the Company's Grievance Procedure.

COMPLAINTS AND RESOLUTION

The Company is committed to promptly and impartially investigating all complaints and will comply with the Grievance Procedure to ensure a confidential resolution process is provided to all parties. Retaliation against individuals who report such incidents will not be tolerated.

Individuals found to have breached this policy may face disciplinary actions, in which case the Disciplinary Policy and Procedures will be followed.

TRAINING AND EDUCATION

The Company will provide regular training and education to all employees to ensure their understanding of the equal opportunities and anti-discrimination principles and regulations. The Company will make this policy accessible to all employees and stakeholders.

PMP GROUP

GENERAL

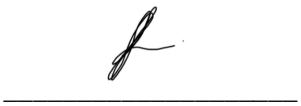
The Company is committed to complying with all applicable laws, regulations, and industry standards related to Equal Opportunities and Anti-Discrimination prevention in each jurisdiction it operates in, where applicable laws prevail, they supersede the PMP Group Policy.

The Company will review and update this policy to ensure ongoing compliance with changing legal requirements.

By adhering to this Policy and complying with the Company's Grievance procedures, the Company aims to foster an inclusive and respectful work environment for all. We believe that by upholding this policy, we can create a workplace where diversity is celebrated, and all individuals are treated with dignity and fairness.

Signed

Duncan Scott



Grant Jones

Chris Henderson