



Code of Conduct

POL - Evolution Policy

1 Purpose

This Code of Conduct (Code) applies to our directors, employees (Employees) of Evolution Mining Limited (Evolution or Company) and its subsidiaries, as well as contractors (Contractors) and consultants (Service Providers).

All Employees, Contractors and Service Providers are required to operate and behave in accordance with the Evolution values of Safety, Excellence, Accountability, and Respect.

2 Scope

Employees, Contractors, and Service Providers must be aware of, and adhere to, company Policies, especially those relating to health and safety, equal opportunity, privacy and continuous disclosure. In the course of their duties, they must also comply with relevant legislation.

3 Work ethic

Employees, Contractors, and Service Providers when conducting business and dealing with suppliers, colleagues, and other stakeholders, must:

- Act with integrity, professionalism and be scrupulous in the use of company information, funds, equipment, and facilities;
- Exercise fairness, equity, courtesy, consideration, and sensitivity in dealing with employees and other stakeholders;
- Avoid real or apparent conflict of interests;
- Promote the interests of the company;
- Perform their duties with skill, honesty, care, and diligence, using authority in a fair and equitable manner;
- Demonstrate behaviours that align to the Evolution values of Safety, Accountability, Excellence and Respect;
- Abide by the Policies, Standards, procedures, legislative requirements, instructions, and lawful directions, that relate to their employment and duties; and
- Comply with the spirit as well as the letter of the Code of Conduct.

4 Health, safety and environment

Safety is a core value for Evolution and is a core focus in our daily operation and the way we work. A safe workplace means that people are healthy and safe and this includes the health and protection of our environment. Employees, Contractors and Service Providers must comply with health, safety and environmental (jointly referred to as Sustainability) Policies, Standards, processes and procedures and any related instructions. There is also an obligation to report any incident and authority is hereby provided to pause any work where there is a sustainability issue, perceived or actual.

5 Environment

Evolution operates in accordance with the Sustainability and Strategic Planning Policy and Standards, incorporating environmental management into all areas of operations to manage the risks and potential impacts through all cycles of the business. We operate in a socially and environmentally responsible way through the

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application of the precautionary principle to deliver against social licence obligations and to strive for leading practice to meet community expectations.

Employees are required to comply with environmental principles, standards and processes at all times.

6 Communities

Evolution operates in close proximity to, and with the co-operation and consent of its local communities. In securing the co-operation of the communities within which it operates, Evolution has undertaken that all of its Employees, (whether employed by Evolution or by a contractor firm engaged by Evolution), will respect and uphold the values of Evolution's local communities.

Employees, Contractors, and Service Providers, when interacting with the local communities must:

- Demonstrate respect and courtesy towards each other and members of the local communities;
- Use constructive and inclusive language and not practice abusive, offensive, hostile, or aggressive behaviour or use language that may cause offence;
- Cause no damage to community-owned or private facilities that through their connection to Evolution, they are privileged to use;
- Abide by all laws, rules and regulations of the community and the local jurisdiction; and
- Generally, avoid any behaviour that could harm Evolution's reputation or relationship with its local communities.

7 Inclusion and diversity

Evolution is dedicated to growing an inclusive and diverse workforce, aligned with the Company's values of Safety, Excellence, Accountability, and Respect, where every person is treated fairly, feels respected and where they are able to contribute to business success and realise their full potential.

Evolution is committed to investing in its people, systems, processes, and policies to ensure that the workplace is inclusive and diverse and expect our people to work together to achieve an inclusive culture.

8 Harassment, sexual harassment, bullying and discrimination

Evolution aims to provide an environment where our people are treated with respect. Harassment, including sexual harassment, bullying or discrimination of any kind is not acceptable in our workplace.

Employees, Contractors, and Service Providers, must never engage in actions or behaviours that entail harassment, (including sexual harassment), bullying or discrimination and must ensure that they are familiar and comply with Evolution Mining Policies and Procedures, particularly the Harassment, Discrimination and Bullying Policy and the Sexual Harassment Policy.

Harassment is an unwelcome action, conduct or behaviour that a reasonable person would find unwelcome, humiliating, intimidating or offensive.

Sexual Harassment is an unwelcome sexual advance or request for sexual favours to the person who is harassed and other unwelcome conduct of a sexual nature in relation to the person who is being harassed. The expectations and associated information is further detailed further in the Evolution Sexual Harassment Policy.

Bullying is a repeated behaviour directed towards an individual or group of individuals that is unreasonable and creates a risk to health, safety, and well-being.

Discrimination is making unlawful distinctions between individuals and groups on the basis of any of protected attributes.

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9 Whistleblower policy

Evolution upholds a commitment to a work environment free of unethical, unlawful, or undesirable conduct or practices. Employees are protected and encouraged to raise concerns regarding such conduct in the first instance with your direct Supervisor or Manager, People and Culture, another Leader or in accordance with the Whistleblower Policy and Whistleblower Standard.

10 Personal information and privacy

Information obtained in the course of employment must not be used or disclosed to obtain financial reward or benefit, or to take advantage of another person.

11 Intellectual property

Unless governed by law or otherwise agreed in writing, any intellectual property developed by an Employee, Contractor, or Service Provider during or as a result of employment with Evolution is the sole property of Evolution.

12 Conflict of interest

Employees must avoid personal, financial, or other interest which may be in conflict with their duties and responsibilities to the Company.

Any interest which may constitute a conflict of interest must be promptly disclosed to your direct manager or an appropriate senior manager.

Accepting any external appointment, such as a board appointment (other than to the board of a non-trading family company), working for another organisation or conducting a business is not permitted without the written permission of the Chief Executive Officer (CEO), or in the case of the CEO, the Board.

13 Bribery and corruption

Employees must not offer, promise, give, demand, or accept any undue advantage, whether directly or indirectly, to or from:

- A public official
- A political candidate, party, or party official
- A community leader or other person in a position of public trust
- Any private sector employee

in order to obtain, retain or direct business or to secure any other improper advantage in the conduct of business.

14 Trading in company shares

Employees must ensure all transactions in company shares comply with legislation and the Evolution Securities Trading Policy in this regard.

15 Property

Company property, funds, tools, equipment, vehicles, facilities, and services must be used only for authorised purposes.

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16 Communicating externally

The Company's relationships with the community and media are to be conducted primarily by the Chief Executive Officer, or as delegated by the Chief Executive Officer.

Unless nominated as an Evolution spokesperson in accordance with the Company's External Communications Policy, Employees, Contractors, and Service Providers are not authorised or permitted to act as an official spokesperson or to comment to the media or in any social media platform on behalf of the Company.

Employees must not disclose Evolution Confidential Information to any third party, either verbally or in written form, without the prior consent of an appropriate Evolution Leadership Team member.

Employees and Contractors must not engage in social media activity that may damage or harm Evolution's reputation. Details associated with interfacing with all social media and communications are further detailed in the Social Media Policy.

17 Gifts and hospitality

Evolution prohibits the giving or receiving of gifts or invitations involving travel, accommodation and entertainment in circumstances which could be considered to give rise to undue influence. Any gifts should be disclosed to the relevant General Manager and functional Leader.

18 Breaches of the code

Employees, Contractors and Service Providers have a duty to observe this Code and ensure that no breaches occur.

Employees have a duty to report known or suspected breaches of this Code to their People Leader, or alternatively to People and Culture or by using the mechanism provided under the Whistleblower Policy.

Any Employee, Contractor, or Service Provider who in good faith, makes a complaint or disclosure about an alleged breach of the Code will not be disadvantaged or prejudiced in the making of such a complaint or disclosure in accordance with the Whistleblower Policy. All reports will be treated as confidential.

Evolution Employees found to be in breach of applicable laws, prevailing business ethics or aspects of this Code or Evolution Policies will result in disciplinary action, that may involve termination of employment.

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