



Whistleblower Policy

POL - Evolution Policy

Evolution Mining Limited's (the Company) values of Safety, Excellence, Accountability and Respect underpin the Company's ongoing commitment to creating and maintaining a high achieving and positive working environment, free of unethical, unlawful or undesirable conduct or practices.

1 Purpose

Evolution Mining Limited (the *Company*) is committed to fostering a culture of integrity, accountability, and ethical conduct. The Company encourages the reporting of suspected misconduct and ensures that individuals who raise concerns can do so safely and without fear of retaliation.

This Policy establishes a framework to:

- Enable the reporting of actual or suspected wrongdoing
- Ensure disclosures are handled appropriately, confidentially, and promptly
- Protect individuals who make disclosures (*Whistleblowers*) from detriment
- Ensure fair treatment of individuals named in disclosures

This Policy is designed to comply with applicable whistleblower protection laws, including the *Corporations Act 2001 (Cth) (Australia)* and aligns with Canadian whistleblower protection principles, including the *Public Servants Disclosure Protection* framework.

2 Scope

This Policy applies to all eligible Whistleblowers, including:

- Current and former employees
- Officers and directors
- Contractors, consultants, suppliers and their employees
- Associates of the Company
- Relatives, dependants or spouses of any of the above.

3 What can be reported?

A disclosure may be made under this Policy where a person has reasonable grounds to suspect misconduct or an improper state of affairs in relation to the Company. Reportable conduct includes, but is not limited to:

- Dishonest, fraudulent, corrupt or unlawful conduct

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- Breaches of laws, regulations, or Company policies
- Serious misconduct or unethical behaviour
- Misuse of Company funds or resources
- Conduct posing a risk to health, safety, environment or the public
- Conduct that may cause financial or reputational harm
- Gross mismanagement or abuse of authority

Exclusions

Personal work-related grievances (e.g. interpersonal conflicts or employment decisions) are generally not covered unless they:

- involve victimisation for a prior disclosure, or
- have broader systemic implications

4 Making a disclosure

The Company encourages people who are aware of or suspect wrongdoing to speak up.

The Company has established a framework for reporting, investigating, and protecting the confidentiality and privacy of the Whistleblower.

5 Whistleblower Protections

The Company will protect Whistleblowers in accordance with applicable laws.

Confidentiality

- The identity of a Whistleblower (or information likely to identify them) will not be disclosed without consent, unless permitted by law
- All information received will be handled securely and on a need-to-know basis.

Protection from Liability

Where permitted by law, Whistleblowers will not be subject to:

- Civil, criminal or administrative liability
- Disciplinary action by the Company for making a disclosure in good faith.

Protection from Detriment (Reprisal)

The Company strictly prohibits retaliation against Whistleblowers. Detriment includes:

- Dismissal, demotion or disciplinary action
- Harassment, bullying or intimidation
- Discrimination or unfair treatment

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- Threats or any form of adverse action

Any person engaging in detrimental conduct may be subject to disciplinary action.

Support Measures

The Company will take reasonable steps to support Whistleblowers, including:

- Protection of identity and confidentiality
- Monitoring for retaliation risks
- Access to support services (e.g. Employee Assistance Program)
- Adjustments to work arrangements where necessary

6 Investigation Process

All disclosures will be assessed and, where appropriate, investigated in a timely, independent, and objective manner.

7 Fair Treatment of Individuals

The Company is committed to ensuring procedural fairness for individuals named in disclosures:

- Disclosures will be assessed objectively and impartially
- Individuals will be treated with respect and confidentiality
- Where appropriate, individuals will be given an opportunity to respond to allegations.

8 Reporting of Reprisals

Where a Whistleblower believes they have experienced detriment, they may report the matter through any reporting channel under this Policy. The Company will then investigate all allegations of reprisal and take appropriate corrective action. Where applicable, individuals may also access external reporting or complaint mechanisms.

9 Governance and Oversight

The Company maintains governance arrangements to ensure effective implementation of this Policy, including:

- Appointment of a Whistleblower Protection Officer
- Periodic reporting to senior management and the Board (in anonymised form)
- Maintenance of secure records of disclosures
- Regular review of whistleblower processes.

10 Availability of Policy

The Company conducts training and awareness programs to support the understanding and compliance of this policy. The Policy is made available to all employees and relevant stakeholders via:

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- Company intranet
- Onboarding materials
- Supplier and contractor engagement processes

Further Information:

Details of this framework, including the defined elements of independent reporting and investigation procedures, disclosure protection and the role of the Whistleblower Protection Officer, along with the associated corporate governance, are included in the Whistleblower Standard.

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