

DIVERSITY POLICY

Jupiter Mines Limited

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1. INTRODUCTION

Jupiter Mines Limited (Company) is committed to workplace diversity. The Company recognises the benefits arising from employee and board diversity, including a broad pool of high quality employees, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (ASX Principles).

2. OBJECTIVES

The Diversity Policy provides a framework for the Company to achieve:

- a diverse and skilled workforce, leading to continuous improvement and achievement of corporate goals;
- a workplace culture characterised by inclusive practices and behaviours;
- equal employment and career development opportunities for all staff, regardless of gender or background; and
- a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives.

(collectively, the "Objectives").

The Diversity Policy does not impose on the Company, its directors, officers, agents or employee any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction. In particular, the Diversity Policy does not detract from the duties of the directors and officers of the company to exercise their powers and discharge their duties in good faith in the best interests of the Company.

3. RESPONSIBILITIES

3.1 The Board's Commitment

The Board is committed to workplace diversity.

The Board is responsible for, developing measurable objectives and strategies to meet the Objectives of the Diversity Policy ("Measurable Objectives") and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

The Board may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

3.2 Strategies

The Company's diversity strategies may include:

- Recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- Identifying specific factors to take account of recruitment and selection processes to encourage diversity;
- Developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- Continuing to foster a culture which takes account of domestic responsibilities of employees; and
- Any other strategies the Board develops from time to time.

4. MONITORING AND EVALUATION

The Board, with the assistance of the Company Secretary, will monitor the scope and currency of this policy.

5. REPORTING

The Managing Director will report to the Board on progress against the Measurable Objectives on an annual basis.

The Board will include in the Annual Report each year:

- Measurable Objectives, if any, set by the Board;
- Progress against the Measurable Objectives; and
- The proportion of women employees in the whole organisation, at senior management level and at the Board level.

Authorised for release by the Board of Jupiter Mines Limited
20 December 2021