

WHAT IS DIVERSITY?

Diversity is about recognising, respecting and acceptance of differences and uniqueness of individual people. These differences can include but not limited to gender, age, ethnicity, physical abilities, religious beliefs, ideologies and family background.

IMPORTANCE

Citigold Corporation Limited ("Citigold or Company") believes that a diverse workforce brings about a diverse range of ideas, perspective and experience that will help the Company realise its corporate goals.

SCOPE

This policy applies to all personnel and officers of the Company.

IMPLEMENTATION

Citigold believes this starts with promoting a corporate culture that values diversity and tolerance of differences by adopting publication and promotion of this policy. Along with adopting policies set out below relating to recruitment, development, work and life and gender diversity targets.

An all-inclusive principle that is set out in Code of Conduct (the Code) as adopted by the Board sets out ethical standards expected of all directors, executives, and personnel. All personnel are expected to comply with all anti-discrimination and equal opportunity legislation.

Recruitment - Citigold seeks to structure recruitment and selection process in a non-discriminatory manner and ensure that selection and recruitment decisions be based on an individual's merit and capabilities.

Development - There are various onsite skill development programs available and for additional employment related education reimbursement is provided with prior approval by CEO.

Work and Life - Citigold encourages and assists all personnel in balancing the demands of their work environment with those of their personal lives where possible, offering flexible working hours, paid parental leave, carer's leave and where needed leave without pay. The Company has adopted a maximum accrual level of annual leave (10 days as at 30 June each year), this aims to encourage personnel to balance work and personal life.

MEASURABLE OBJECTIVES

The Board will establish measurable objectives for achieving gender diversity. The Board will have the responsibility of assessing the measurable objectives for achieving gender diversity and will report in the Company's Corporate Governance Statement, on the Company's progress in achieving them.

Reporting compliance with measurable objectives

In its Corporate Governance Statement, the Company will disclose:

- the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and
- the progress towards achieving them.

As a part of this disclosure, the Company will disclose in its Corporate Governance Statement, the proportion of:

- female to male personnel in the whole organisation;
- females to males in senior positions; and
- females to males on the Board.

Reconfirmed by the Board of Directors: 6 May 2023