

ORION METALS LIMITED
ACN 096 142 737

DIVERSITY POLICY

Introduction:

The Company recognises the benefits that can arise to the organisation from diversity in the workplace covering gender, age, ethnicity and cultural background and in various other areas.

With this in mind the Company has established this Diversity Policy, which details the Company's approach to promoting a corporate culture that embraces diversity when selecting and appointing its employees and directors, but having regard for the underlying nature of its business activities in minerals exploration.

Commitment:

The Company is committed to encouraging diversity to assist the organisation in meeting its strategic goals by promoting workplace relationships and opportunities that are fair and equitable. To the extent practicable, this procedure applies to employees, consultants, agents and contractors of the organisation and extends to all places and functions that are work- related, including the Board of Directors.

Benefits:

The Company understands that an organisation's success and competitiveness depends upon its ability to embrace diversity and realize benefits such as:

Increased labour pool – accepting a diversified employee base increases the available pool of talent and experience and minimizes the likelihood of any labour and skill shortages.

Enhanced adaptability – employees from diverse backgrounds bring individual capabilities and experiences which can provide flexible approaches to adapt to fluctuating markets and customer demands.

Improved efficiency and retention – encouraging workplace diversity provides opportunities for staff to achieve their full potential, assist with career advancement thereby increasing productivity and retention, and maximizing the achievement of corporate goals.

The Company also considers that disclosure of its Diversity Policy and progress towards achieving objectives will assist and enhance shareholders' understanding of the organisation, and improve its corporate image and reputation.

Selection & Recruitment of Employees:

Employees are appointed in accordance with an appropriate interview, assessment, selection and induction process.

The Company is committed to ensuring that recruitment decisions are based on the principle of merit and a person's skills and qualifications regardless of their age, gender, nationality or cultural background. However, in view of the current activities of the Company focussed in minerals exploration, as a key determinant field staff need to be selected from within the scope and availability of appropriate people.

Selection & Appointment of Directors:

Board members drive the organisation's culture and strategy by providing broad and varied perspectives. Each Director has a unique skill set developed by their personal background, past experiences and perspectives. The range of skills and attributes that should be sought for diverse representation may include:

- Corporate experience, especially in a smaller organisation
- Risk management experience, ideally involving the mining industry
- Financial and accounting background
- Leadership experience in a business environment
- Interpersonal and relationship management skills
- Relevant technical expertise
- Legal qualifications.

In addition, consideration should be given to the gender, age and cultural balance of the Board within the parameters of the rights skills and experience to contribute to the Company.

Candidates may be selected from a diverse pool by means of advertising, referrals and candidates sourced by an independent professional search firm.

The Board assesses all potential candidates against appropriate selection criteria, taking into consideration such things as integrity, skills, qualifications, experience, personal qualities, fitness and propriety and community standing. The Board also takes into account how a candidate's diversity attributes will complement the existing Board.

Measurable Objectives:

To ensure the Company's commitment to gender diversity is ongoing over the longer term, the programs and initiatives will be measured and assessed annually by means of but not limited to:

Employment Balance – aiming to increase the proportion of women Directors on the Board, in senior management and in the organisation overall, including contractors and consultants.

Non-Traditional Roles – increasing the number of women working in non-traditional roles, employed through focussed recruitment - very relevant in a mining exploration company.

Development & Promotion – provide equal opportunities for both men and women to attend training and development courses - and to be promoted purely on merit.

Remuneration – equity in pay regardless of gender.

Flexible Work Practices – removal of differentiation between genders - eg, with maternity/parental leave or compassionate leave - and opportunities to work from the home environment (which might assist where there are young children or aged relatives that need some care at times).

Discrimination & Harassment – curbing practices which might prejudice employees because of their gender - through appropriate training.

Annual reporting of initiatives and achievements progress against objectives will be disclosed in the Company's Annual Report and published on the Company's website.

Responsibility:

The Company Secretary will advise the Board in relation to diversity matters and act as the liaison between the Board, management and employees on matters including:

- Developing diversity initiatives and programs
- Reviewing and assessing the effectiveness of the Diversity Policy
- Reporting on measured objectives.

Approved: 17 April 2012