



Evolution Mining Limited’s (the Company) values of Safety, Accountability, Excellence 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

To support this commitment, a Whistleblower Policy has been developed which provides for:

- Mechanisms for individuals to raise legitimate concerns that relate to unacceptable conduct
- A clear standard and process for raising, investigating and addressing identified concerns
- Reasonable steps be taken to support and protect the anonymity of an individual raising a concern in good faith (the ‘Whistleblower’)

2. SCOPE

Individuals who are covered and therefore protected under this policy include:

- Current and former Employees and Officers (including consultants) of the Company
- Employees of Contractors and Suppliers that provide services to the Company
- Relatives and dependents of those listed above

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

The Company has established a framework for reporting, investigating and protecting the confidentiality and privacy of the Whistleblower. This includes both internal and external reporting channels, whereby individuals can raise their concerns regarding unacceptable conduct confidentially and anonymously as contemplated by this Policy, including, but not limited to:

- Dishonest, fraudulent, corrupt or unlawful conduct or practices
- A breach of the Company’s Code of Conduct, policies, procedures or the applicable legal obligations
- Conduct that may cause financial or non-financial loss to the Company or damage the Company’s reputation
- Conduct endangering the environment, community, or the health and safety of any Individual which has been reported to management but not acted upon.

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.

Whistleblower Policy POL - Evolution Policy	EVN-PNC-POL-0012	Owner: Lead - People & Performance	Approver: Vice President - People & Culture Chief Executive Officer
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