



## Diversity Policy

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Policy Document Owner 

Policy Document Approver 



# Diversity Policy

## Document Administration

### Document Management

<b>Document Owner (Name, Title)</b>	Kelly Stark-Anderson, Executive Vice President, Corporate Affairs, General Counsel and Corporate Secretary
<b>Document Administrator (Name, Title)</b>	Alex Wilson, Vice President, Human Resources
<b>Document Approver (Group or Name, Title)</b>	DPM Board
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### Version History

Version	Description of Version Changes
1	Initial (2015: Gender Diversity Policy)
2	Revised (2016: included senior officers, as well as board members, and also extend diversity requirements beyond that of gender alone, to include geographical representation, education, skills and experience, indigeneity, ethnicity, age and disability; and renamed to “Diversity Policy”.
3	Revised (2018: added senior vice presidents to the definition of “Executive Officer”
4	Revised (2019: amended definitions of “Executive Officer” and “Senior Management” to align with terms used by DPM in diversity assessments.
5	Revised (2020: aligned with new reporting requirements under legislation, expanding beyond gender diversity.
6	Revised (2024: conformed with the Policy Document Management Standard. aligned with the revised Code of Business Conduct and Ethics and clarified and added commitments and requirements. Extended applicability to the entire Company, encompassing all Employees and Board Members.

### Related Policy Documents

Document Number	Document Title
GRP-PO-LEG-01 V.9.0	<i>Code of Business Conduct and Ethics</i>



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# Diversity Policy

## 1. Defined Terms

The following terms and acronyms are integral to the understanding of this Policy and have the meanings assigned within this Section or as referenced herein:

Term	Definition
Board Member(s)	As a group or individually, any member of the DPM Board or any member of the board of directors of any DPM subsidiary or any individual delegated equivalent authority by the shareholder(s) of such entity.
Business Function and Business Function Head	A team of Employees with a designated cost centre, or multiple cost centres, accountable for establishing and maintaining business systems, including through Policy Documents, internal controls, and applications; managing or supporting implementation; and providing ongoing support to other Employees and relevant Third Parties. The Business Function Head is the individual accountable for the Business Function.
Business Unit and Business Unit Head	DPM and each of its Sites, individually. The Business Unit Head is the individual accountable for the Business Unit
Community	In aggregate, persons or groups of persons living and/or working in areas adjacent to Company operations, or at distance, and that are, or reasonably can be expected to be, economically, socially, or environmentally impacted by the Company's activities.
Company	DPM and all its directly and indirectly owned subsidiaries, collectively.
Corporate	DPM's head office located in Toronto, Canada and/or a Corporate Function, regardless of location.
Corporate Function	Each or any of Legal & Compliance, Finance, Commercial, Business Optimization, Assurance & Advisory Services, Information Technology, Innovation, Human Resources, Sustainability, Corporate Development and Technical Services & Operational Excellence at Corporate.
CGNC	Corporate Governance and Nominating Committee of the DPM Board
Diversity	Diversity refers to all the characteristics that make individuals different from each other. It includes, but not limited to, characteristics such as race, religion, colour, gender, sexual orientation, national or ethnic origin, age disability, indigeneity, education, skills, and experience.
DPM	Dundee Precious Metals Inc. (the parent company incorporated in Canada).
DPM Board	As a group, all members of the board of directors of DPM.
Employee	An individual engaged by the Company on a full-time or part-time permanent, fixed term, or temporary basis, as well as a secondment employee, student, intern, or apprentice. For clarity, Employees also include officers.
Executive Committee	As a group, the President & Chief Executive Officer and all executive vice presidents and senior vice presidents of DPM.



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Term	Definition
Effective Date	The date on which the Performance Requirements within a Policy Document, as may have been amended from time to time, become applicable.
HCCC	Human Capital & Compensation Committee of the DPM Board.
Management	As a group, all or some of the members of the Executive Committee, Business Unit Heads, Business Function Heads, and Reporting Managers.
Policy Document	Each or any of a Policy, Standard, Procedure or Guideline created by or for the Company or one or more of its Business Units.
Reporting Manager	The Employee to whom an individual reports in accordance with his or her employment arrangement, or pursuant to the Employee's accountability for services contracted to Third Parties.
Site and Site Head	Each and any DPM operation together with directly supporting management service companies, as well as each and any advanced exploration property or development project. The Site Head is the individual accountable for the Site.
Third Party	An individual, company, or other entity, that is interested in entering into or has an existing business relationship with the Company. Third Parties include, but are not limited to, suppliers, contractors, advisors, consultants, agents, brokers, lobbyists, donation and sponsorship beneficiaries, customers, and joint venture, merger, and acquisition partners.



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## 2. Purpose and Scope

The purpose of the Diversity Policy (this “Policy”) is to:

- promote Diversity throughout the Company, including among its Board Members and Employees;
- diversify perspective, thereby enhancing the decision-making process and improving corporate governance;
- reflect the Company’s core value of embracing inclusion.

This Policy defines the Company’s approach to fostering Diversity throughout the organization and sets forth the Company’s commitment to achieving and maintaining Diversity for all Employees and Board Members.

This Policy applies to all Board Members and Management involved in recruitment, hiring, promotion, selection, and appointment processes.

## 3. Overarching Requirements and Restrictions

The Company believes that its recruitment, hiring, promotion, selection, and appointment decisions should be based on merit and remains committed to selecting the most appropriately qualified individuals to fulfill these roles. At the same time, the Company recognizes that Diversity is key to achieving effective decision-making, strong business performance, continuous innovation, and good governance.

## 4. Performance Requirements

### 4.1 Key Requirements

To support the Company’s Diversity objectives, those accountable for conducting recruitment, hiring, promotion, selection, and appointment processes shall:

- consider only candidates who have the appropriate experience, professional expertise, personal skills, qualities, and values;
- review potential candidates from a variety of backgrounds and perspectives, with the Company’s Diversity objectives in mind;
- ensure that the Company’s Diversity objectives are considered in succession planning processes;
- with respect to the DPM Board, review the Board Skills & Competencies Matrix, which is developed and maintained to identify the skills and competencies required for the DPM Board, and to monitor how those requirements are currently satisfied, along with potential areas for growth and improvement; and
- ensure compliance with applicable laws regarding Diversity and hiring practices.



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### 4.2 HCCC Oversight

On an annual basis, the HCCC will:

- monitor the implementation of this Policy;
- assess the effectiveness of the recruitment, hiring, promotion, selection, and appointment processes at achieving the Company's Diversity objectives outlined in this Policy; and
- review best practices with respect to Diversity throughout the Company.

## 5. Role Relationships, Authorities, and Accountabilities

To facilitate compliance with this Policy, certain roles are defined in Section 1 – Defined Terms, and related relationships and accountabilities are prescribed herein.

### 5.1 DPM Board

The DPM Board is accountable for appointing members of the DPM Board and Executive Committee in accordance with this Policy.

### 5.2 Chief Executive Officer

The Chief Executive Officer is accountable for identifying and recommending to the DPM Board candidates for appointment as members of the Executive Committee in accordance with this Policy.

### 5.3 CGNC

The CGNC is accountable for identifying and recommending to the DPM Board candidates for appointment to the DPM Board in accordance with this Policy.

### 5.4 HCCC

The HCCC is accountable for overseeing the compliance and enforcement of the Company's Diversity objectives and Policy.

### 5.5 Human Resources

The Human Resources Function is accountable for the implementation of the Company's Diversity objectives and ensuring compliance through the Human Resources practices, programs and employee appointments to support the Company's Diversity objectives and Policy.



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### 5.6 Management

Other than as set out in this Policy, Management is accountable for the recruitment, hiring, promotion, and selection of Employees in accordance with this Policy.

## 6. Effective Date and Review of this Policy Document

Board Members and Management must comply with all requirements described within this Policy as of the Effective Date.

This Policy will be reviewed every three (3) years by DPM and may be amended with approval by the DPM Board.

## 7. Compliance with this Policy Document

Failure to comply with this Policy may subject Board Members and Management to corrective action by DPM, as described in the *Code of Business Conduct and Ethics*.

## 8. Appendices

This Policy does not contain any appendices.