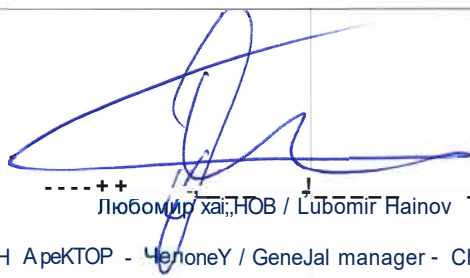


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Любoмiр Хаи,HOB / Lyubomir Hainov

И,фанблИH TeneH AпeKTOP - ЧeнoнeY / GeneJal manager - Chelopech  
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Иpeнa Цaкoвa/Irena Tsakova

Approved by:

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,[bHA npewbc MeTanc KpyMoapпaA EAQ / Dundee Precious Metals Krumovgrad EAD

\_\_\_\_\_ I Date: \_\_\_\_\_



*Diversity Policy*

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Document Number: GRP-PO-HR-14-V.6.0

Initial Effective Date: 19 March 2015

KoA Ha AOKBMeHTO: GRP-PO-HR-14-V.6.0

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Policy Document Approver \_\_\_\_\_

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<b>Document Management</b>		<b>Ynpas11eHV1e Ha ,Л,OKyMeHra</b>	
<b>Document Owner (Name, Title)</b>	Kelly Stark-Anderson, Executive Vice President, Corporate Affairs, General Counsel and Corporate Secretary	<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 Administrator (Name, Title)</b>	Alex Wilson, Vice President, Human Resources
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<b>Version History</b>		<b>npelV1WHM1 seprnv,</b>	
<b>Version</b>	<b>Description of Version Changes</b>	<b>BepCHA</b>	<b>Om1caH11e Ha npoMeH1,1Te BbB eepc111Te</b>
1	Initial (2015: Gender Diversity Policy)	1	nbpBOHa4a/lHa sepom (2015.: non11n1Ka 3a nonoso MHoro06pa31,1e)
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".	2	Pep,aKpnpaHa (2016): BK/1104eHtl ca B111CM,1 pbKOBOD,H111 cT11111111 4/leHOBe Ha 6opp,a; 11131111K8aH11Ta KbM MHoro06pa31,1em ca pa3w1,1peH111 OTBbD, nona 1 BK/1104BaT reopacpcK111 npO113XOD,, O6pa3osaH111e, yMeH111H 11 cT111T, np111Ha,D,leXHOCT KbM KOpeH110 HaceneH111e, eTH1114eCK111 npo113XOD,, Bb3pacT 11 111Ba/1111,DHOCT; 111MeTO e CMeHeHO Ha "non111T111Ka 3a MHoro06pa31,1e".
3	Revised (2018: added senior vice presidents to the definition of "Executive Officer"	3	Pep,aKpnpaHa (2018): B peC111H1111\111Ta 3a B111ow pbKOBOD,111Tel/ Y11eH Ha B111CWeTO 1113nb/lH111Te/HO pbKOBOD,CTBO ca p,06aBeHtl cTapw1,1 B1111\enpe31,1,peHm.



Divetsity Policy

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4	Revised (2019: amended definitidns of "Executive Officer" and "Senior Management" to align Nith terms used by DPM in diversity assessments.	4	PeAaKn1paHa (2019): npoMeHeH1,1 ca Aep1,1H1,1u,111,1Te 3a B1,1ow pbKOBOA1,'1Te11/ Y11eH Ha B1,'1CWeTO 1,13ny/1H1,1Te/1HO pbKOBOACTBO 1,1B1,1cwe pbKOBOACTBO, C ue11 Aa ce C,'1HXPOH1,131,1paT TepMI,'1H1,'1Te, KO,'1TO ce 1,13no113BaT OT ,D,nM np1,1 ou,eHKa Ha MHoro06pa31,1eTo.								
5	Revised (2020: aligned with new reporting requirements under legislation, expanding beyond gender diversity.	5	PeAaKrnpaHa (2020): C,'1HXpOH1,131,1paHa c HOBI,'1Te 1,13,'1CKBaH,'1R KbM OT4eTHOCTTa Cbr/laCHO 3aKOH0AaTe/1CTBOTO; o6xBaTbT e pa3w1,1peH 1,13BbH no/IOBOTO MHoro06pa31,1e.								
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.	6	PeAaKrnpaHa (2024): C,'1HXpOH1,131,1paHa e CbC CTaHAaapTa 3a ynpas11eH1,1e Ha nO/,'1TI,'1K1,1 Ha KOMnaH1,'1RTa 11 noc11eAHaTa ceprnR Ha npas1,111H1,1Ka 3a 61,13Hec ernKa 11noBeAeH1,1e; AaAeH1,1 ca nORCheH,'1R 11 KOMeHTap1,1 no aHa>1<1,1MeHT1,1Te 11 1,131,1CKBaH1,1RTa. np1,111araHeTo Ha no111,1TI,1KaTa e pa3w1,1peHo, TaKa 4e Aa BK/1104Ba BC1,14K1,1 pa3OTH1,1U,11/c11y>1<1Te1111-1 114/leHOBeTe Ha 6opAa.								
<p><b>Related Policy Documents</b></p> <table border="1"> <thead> <tr> <th>Document Number</th> <th>Document Title</th> </tr> </thead> <tbody> <tr> <td>GRP-PO-LEG-01 V.9.0</td> <td>Code of Business Conduct and Ethics</td> </tr> </tbody> </table>		Document Number	Document Title	GRP-PO-LEG-01 V.9.0	Code of Business Conduct and Ethics	<p><b>Csbp3aH v1 no/1 v1n K11</b></p> <table border="1"> <thead> <tr> <th>KoA Ha AOKyMeHTa</th> <th>HaMMeHOBaHMe</th> </tr> </thead> <tbody> <tr> <td>GRP-PO-LEG-01-V.9</td> <td>npas1-111H111K 3a 61113Hec em Ka 11hoseAeH1,1e</td> </tr> </tbody> </table>		KoA Ha AOKyMeHTa	HaMMeHOBaHMe	GRP-PO-LEG-01-V.9	npas1-111H111K 3a 61113Hec em Ka 11hoseAeH1,1e
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<b>1 Defined Terms</b>		<b>1 Aeċ111H111u,111H11TepMvHvt</b>	
The following terms and acronyms are integral to the understanding of this Standard and have the meanings assigned within this Section or as referenced herein:		TepMt.1Ht.1Te 11CbKpaw,eHt.1HTa nO-AOIIY ca Ba*4H1 3a npaB-1/IHOTO pa361,1paHe Hā HāCTOHWJ-1H CTaHAAaPT 1:1ca t13nO/13BaHt.1 CbC C/eaHt.1Te 3Ha4eH-1H:	
<b>Board Member(s)</b>	As a group or individual, 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 sharehdlder(s) of such entity.	<b>'-lneHose Hā 6opAa</b>	3aeAHO 11/11noOTAe/IHO - BCHKO 1111yē B CbCTaBa Hā 5opAa Hā At.1peKmp1-1Te Hā AnM 11111Hā HHKoe OT AbU,epHt.1Te i APY>t<ecrna, KaKTO 11 BCHKO 1111yē Hā KOeTO aKUJ-10Hep(1-1) Hā Te3t1 APY>t<ecrna ca B3/1O>1-1/11-1 eKB-1Ba/leHTH-1 npaBOMOWJ-1H.
<b>Business Function and Business Function Head</b>	A team of Employees with a designated cost centre, or multiple cost centres, accountable for establishing and maintaining business syktems, including through Policy Documents, internal controls, and applications; managing or supporting implementation; and providing ongoing support to othdr Employees and relevant Third Parties. The Business Function Head is the individual accountable for the Business Function.	<b>lilll3Hec &lt;YHK4111R 111 PbKOB0AHTe/1 Hā 6H3Hec &lt;YHK4111R</b>	Ek1n OT pa60THMJIjt1/c1y>1<1Te111-1 C OTAe/leH pa3X0AeH y,eHTbp 11/111C HHKO/KO pa3X0AHI-1 y,eHTpose, 4111TO OTroB0pHOCT-1 BK/IIO4BaT v13pa>t<aAeH 11noAAbp>t<aHe Hā 6t.13Hec C-1CTeMt.1, BK/IIO4t.1Te/1HO 4pe3 <jt1pMeHt.1 no11-1mKt.1, BbTpeWH-1 MepK-1 3a KOHTPO/1 11pa3/1-14HI-1 np1-111O>1<eH1H, ynpas11eHT.1e H CbAeikTs1-1e 3a BHeAPHBaHe; OKa3BaHe Hā noAKpena Hā APYH1 pa 60TH 11/11/c1y>1<1Te111-1 H Tpern CTpaHI-1. PbKOB0A1-1Te/1HT e /11-1UeTq, KOeTO HOCT1 OTroB0pHOCT 3a 6t.13Hec <PYHKUJ-1HTa.
<b>Business Unit and Business Unit Head</b>	DPM and each of its Site, individually. The Business Unit Head is the individual acountable for the Business Unit.	<b>lilll3Hec eAH1114a III pbKOB0AHTe/1 Hā 6H3HeC eAH1114a</b>	AnM 11srnKo oT AbU,epHt.1Te i APY>><eCTsa nooTae11Ho. PbKOB0A1.1Te/1HT e 111-1yēTQ, KOeTO HOCT1 OTroB0pHOCT 3a 6t-13Hec eAt.1H1-1yāTa.
<b>Community</b>	In aggregate, persons o tgroups of persons living and/or working in areas adjace lt 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.	<b>MeCTHa o6W,HOCT</b>	CbBKynHocrnTe OT /111Ua 11/111pynt1 OT xopa, KOHTO >1BeHT 11/111111 pa6ornT B paOH-1Te, KbAeTO KoMnaHt.1HTa OcbW,eCTBH Ba AeHOCTI-1, 11/11-1 Hā pa3CTOHHMe OT rnx, 11 KOHTO ca noB/MHHM v111 ce o4aKBa Aa 6bAaT noB/11-1HHM OT Te3t1 p,e HOCTH B 1-KOHOMM4eCKV, cou,v1a11eH 11/111eKO/10t.14eH n11aH.
<b>Company</b>	DPM and all its directly and indirectly owned subsidiaries, collectively.	<b>KoMnaHHR</b>	AnM v1 BC/14Kt.1 p,bw,epHt.1 p,pymecrna, 4111TO Kan1-1Ta11 KoMnaHt.1HTa npv1Te>1<asa npHKO 11 HenpHKO, B3eT/1 3aep,Ho.



Diversity Policy

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<b>Corporate</b>	DPM's head office located in Toronto, Canada and/or a Corporate Function, regardless of location.	<b>KopnoparnseH o&lt;fjic</b>	UeHpa11H1-1m 0c1-1c Hа AnM s TopoHrn, KaHaAa, 11/11111 KOnnoparnBHа <YHKUJMR Hа KoMnaH1-1RTa, He3aB1C-1MO B KCR /OKaUJ-1R.
<b>Corporate Function</b>	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.	<b>KopnopaTMBHa &lt;YHKUJMF</b>	BCRKa OT 1,136poeH1-1re <YHKUJ11-1, 3aeAHO 11/11 noOTAe/IHO, Hа KopnoparnsHo H1-180: „npaBH1-1 Bbnporn 11 CbOTBeTCTB1-e“, „C1-1HaH01“, „111KOHOM1-1eCK1 Ae!!!HOCT1-1 !! „D1-13Hec onT1-1M1-13aUJ-1R“, „BbTpeweH OA-1T“, „111T“, „1HOBaUJ-11-1 !! „JP“, „YCTO!!!4-1B0 pa3B1-1T1-1e“, „KopnopaT1-1BH0 pa3B1-1T1-1e“, „TeXH-14eCK1-1 c11y>1-61-1“ 11 „OnepaT1-1BH0 CbBbpWeHCTBO“.
<b>CGNC</b>	Corporate Governance and Nominating Committee of the DPM Board	<b>CGNC</b>	KOM1C1R 3a KOnnoparnBHO ynpas11eH1-1e 11 HoM1-1H1-1paHe KoM 6opAa Hа AnM
<b>Diversity</b>	Diversity refers to all the characteristics that make individuals different from each other. It includes, but not limited to, characteristics such as race, religion, color, gender, sexual orientation, national or ethnic origin, age disability, indigeneity, education, skills, and experience.	<b>MHoroo6pa3Me</b>	MHoroo6pa31-1em ce OTHaCR 3a BC14K1 xapaKpepl-1CT1-1K1-1, KOHTO OT/11-14aBaT xopapa eAMH OT APYr. Tosa BK/1t04Ba, HO He ce cse>KAa caMO AO xapaKpepl-1cr1-1K1-1 Karo paca, pe111-1r1-1R, U,BRT Hа KO>Kara, no11, ceKcya11Ha op1-1eHrau,1,m, Hau,1-10Ha11Ha H1H eTH1-14eCKa np1-1HaA1e>KHOCr, Bb3pacr, 11HBall 11AHOCr, np1-1HaA1e>KHOCr KbM KOpeHHO Hae11eH1-1e, o6pa30BaH1-1e, yMeH1-1R 11 on1-1T.
<b>DPM</b>	Dundee Precious Metals Inc. (the parent company incorporated in Canada).	<b>AnM</b>	„AbHAI-1 npewbc Mera11c“ 111HK (KoMnaH1-1ma-Ma111Ka, Y4PeAeHa s KaHaAa)
<b>DPM Board</b>	As a group, all members of the board of directors of DPM.	<b>6opA HaAnM</b>	Bm4K1-1 4/1eHose Hа 6opAa Hа A1-1peKrop1-1re Hа AnM, B3ern 3aeAHO.
<b>Employee</b>	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.	<b>Pa6OTHMK/C11y&gt;1-1Te/1</b>	n1-1ye, Haepo OT KoMnaH1-1ma no TPYA00 npaBOOTHOWeH1-1e Hа nb/IHO 11/11 Henb/IHO pa6OTH0 speMe CbC cpo4eH 11/11 6e3Cp04eH AOpDBOp, BK/1t04-1Te/1HO 11 KOMaHAI-1POBaHO Hа APYrD pa6OTH0 MRCrO 11/11 speMeHHO Haer CTYaeHT, CTa>KaHT 11/11 npaKT1-1KaHT. 3a noseye RCHOTa Kareropu,ima pa6OTH1K/c11y>1-1-1re11, BK/1t04Ba 11 4/1eH0BeTe Hа B1-1CWeTO pbK0B0ACTBO.





<h4>4. Performance Requirements</h4>	<h4>4. 1,131-1ckBaHIIIИ 3a 1-13nb/1HeH-1e</h4>
<h4>4.1 Key Requirements</h4> <p>To support the Company's Diversity objectives, those accountable for conducting recruitment, hiring, promotion, selection, and appointment processes shall:</p> <ul style="list-style-type: none"> <li>consider only candidates who have the appropriate experience, professional expertise, personal skills, qualities, and values;</li> <li>review potential candidates from a variety of backgrounds and perspectives, with the Company's Diversity objectives in mind;</li> <li>ensure that the Company's Diversity objectives are considered in succession planning processes;</li> <li>with respect to the DPM Board, review the Board Skills &amp; 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</li> <li>ensure compliance with applicable laws regarding Diversity and hiring practices.</li> </ul>	<h4>4.1. OCHOBHv1 v13v1CKBaHV1R</h4> <p>B noAKpena Ha y,emne Ha KoMnaHV1RTa 3a MHoroopa3B1eTO, 1v1yaTa KOMTO ca OTpOBoPHM 3a npou,ernTe no TbpCeHe vi HaeMaHe, noBHWelHR, noA60p 11 Ha3Ha4aBaHe Ha nepcoHal ca A11bKHM Aa:</p> <ul style="list-style-type: none"> <li>pa3rJe&gt;KAaT caMO KaHAAHAarn C noAXOARW. on HT, npocj&gt;emoHalIH-1 3HaHbfl, 11-14HOCTHM yMeHbfl, Ka4eCTBa vi u,eHHOcm;</li> <li>pa3me&gt;KAaT noTeHU,Ha11H-1 KaHAAHAarn C pa31M4H-1 3HaHbfl, meAH-1 TO4K1 11 on1-IT npeABHA yen1-ITe Ha KoMnaHV1RTa 3a cmMynv1paHe Ha MHoroopa3B1eTO.</li> <li>np11 nnaH1-1paHe Ha np1-1eMCTBeHocT B pa3BHTeTO Ha nepcoHalla, Aa ornrypRBA T pearv131,1paHe Ha yen1-ITe Ha KoMnaHRTa 3a noMbp&gt;KaHe Ha MHoroopa3B1-1em;</li> <li>no oTHoB1eH1,1e Ha 6opAa Ha AnM, v13BbpwcaT nperneA Ha MaTp1,1yaTa 3a yMeHbfl 11KOMneTeHTHOcm Ha oOpAa, 3a Aa HaeHng&gt;1-1y,v1pa yMeH1RTa 11 KoMneTeHTHOcmTe, HecooA1-1MM1 Ha 6opAa Ha AnM, v1Aa meART KaK c MOMeHTa ce cna3BaT Te31 1-131,1dBaH1R, napanenHo c noTeHy,v1a11HV1Te qeep11 3a pa3s1.1me 11noA06peH1.1e; 11</li> <li>oc1.1rypRBA T cna3BaHe Ha np1111O&gt;K11MOTO 3aKOHOAaTe1ICTBO no OTHoB1eH1,1e Ha MHoroopa3B1eTO 11npaKT11K11Te Ha HaeMaHe Ha nepcoHal.</li> </ul>
<h4>4.2 HCCC Oversight</h4> <p>On an annual basis, the HCCC will:</p> <ul style="list-style-type: none"> <li>monitor the implementation of this Policy;</li> <li>assess the effectiveness of the recruitment, hiring, promotion, selection, and appointment processes at achieving the Company's Diversity objectives outlined in this Policy; and</li> <li>review best practices with respect to Diversity throughout the Company.</li> </ul>	<h4>4.2. KOMV1CV1R no 40BeWKV1 pecyprn v1 Bb3Harpa&gt;t&lt;p,eHV1R KbM 6opp,a (HCCC)</h4> <p>HCCC npasv1 cneAHOTO Ha roA11WHa 6a3a:</p> <ul style="list-style-type: none"> <li>C11eA1.1 3a 1.13nb1HeH1.1eTO Ha HaCTORW,aTa no11.1T1.1Ka;</li> <li>Oy,eHRBa ecj&gt;eKpMBHocna Ha npou,ernTe no TbpceHe 11 HaeMaHe, nos1.1weH1.1R, noA6op 11Ha3Ha4aBaHe Ha nepcoHal 11nocT1.1raHe Ha yen1.1Te 3a MHoroopa3B1.1R B KoMnaHV1RTa, onpeAe1.1eH1.1 B HaCTORW,aTa non1.1mKa; 11</li> <li>npoc&gt;KAa nperneA Ha Hai-Ao6p1.1Te npaKMK1.1 no oTHoB1eH1,1e Ha MHoroopa3B1eTO B KoMnaH1.1RTa.</li> </ul>





<p><b>2. Purpose and Scope</b></p>	<p><b>2. Ujen v1o6xsaT</b></p>
<p>The purpose of the Diversity Policy (this "Policy") is to:</p> <ul style="list-style-type: none"> <li>• promote Diversity throughout the Company, including among its Board Members and Employees;</li> <li>• diversify perspective, thereby enhancing the decision-making process and improving corporate governance;</li> <li>• reflect the Company's core value of embracing inclusion.</li> </ul>	<p>UjenTa Ha HacToHw,aTa non11T11Ka 3a MH0006pa311e ("HacToHw,aTa non11T11Ka") e Aa:</p> <ul style="list-style-type: none"> <li>• CT1Myn11pa MH0006pa311eTO B u,imaTa KoMnaH11H, BK104"1TenHO cpeA pa6OT11U,11Te/ny&gt;1&lt;1Ten11Te 11YneHoBeTe Ha 5opAa;</li> <li>• BHece MH0006pa311e Ha meAH1 TO4K"1, KO11To Aa noAo6pm npou,eca Ha B311MaHe Ha peweH11H 11CbOTBeTHO KOonopamBHOTO ynpasneH11e;</li> <li>• OTpa3Hba cou,11anHO TO BK104BaHe KaTO eAHa OT OCHOBH11Te yehHOCT1,1 Ha KoMnaH11HTa.</li> </ul>
<p>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.</p>	<p>HacTOHw,aTa non11n1Ka Ae&gt;1:1H11pa noAXOaA KbM cmMyn1,1paHe Ha MH0006pa31,1ern B u,HnaTa KoMnaH11H 11 onpeAenH aHa&gt;1&lt;11MeHT11Te Ha KoMnaH11HTa 3a nocpnaHe 11noAAbp&gt;KaHe Ha MH0006pa311ern cpeA ny&gt;1&lt;1Ten11Te 11YneHoBeTe Ha 5opAa,</p>
<p>This Policy applies to all Board Members and Management involved in recruitment, hiring, promotion, selection, and appointment processes.</p>	<p>HacTOHw,aTa non11T11Ka Ba&gt;1&lt;1 3a BC14K,1 4neHOBe Ha 5OpAa 11pbKOBOACTBOTO Ha KoMnaH11HTa, KO11TO y4acpnaT B npou,ernTe no TopceHe 11HaeMaHe, nos1-1weH11H, noA6op 11Ha3Ha4aBaHe Ha nepcoHan.</p>
<p><b>3. Overarching Speak-Up Report Handling Requirements</b></p>	<p><b>3. O6w,oBafv1,11,HM1 v13V1CKBaHM1R</b></p>
<p>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.</p>	<p>KoMnaH11HTa C4"1Ta, 4e peweH11HTa OTHOCHO TbpceHe 11 HaeMaHe, nos11weH11H, noA6op 11Ha3Ha4aBaHe Ha nepcoHan Tph6sa Aa ca 6a311paH11 Ha AOCTOCTBaTa Ha KaHA11AaTa 11 e aHa&gt;1&lt;1 pa Ha Aa noA611pa KaHA11AaT11Te C Ha-noAXOAH wa Kpa11q&gt;11KaU,11H 3a CbOTBeTHHe Mb&gt;KHOCT1,1. napanenHO C TOBa, KoMnaH11HTa Ocb3Hasa, Ye MH0006pa311ern e K104OB eneMeHT 3a epeKT11BH11H npou,ec Ha B311MaHe Ha peweH11H, c11nHO npeACTaBHHe Ha 6113Heca, noCTOHHH,1 11HOBJ,1111 11 A06po KopnopansHo ynpasneH11e.</p>



Diversity Policy

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<b>Executive Committee</b>	As a group, the President & Chief Executive Officer and all executive vice presidents and senior vice presidents of DPM.	<b>3nbnHIIIITeneH KOMI/ITeT</b>	npe31t1P,eHTbT 11 rnaseH 13nb/1Hlt1Te/leH P,ltlpeKTOp 11 BCWk-1 "13nb/1Hlt1Te/1H,1 s11u,enepe31-1P,eHm ■ crapw1,1 s1,1u,enepe311P,eHm Ha AnM, B3e1,1 3aeP,HO.
<b>Effective Date</b>	The date on which the Performance Requirements within a Policy Document, as may have been amended from time to time, become applicable.	<b>B d11ra OT</b>	AaTaTa, Ha KOHTO B/11:13aT B d111a 1,13MeHeH1 1131-1CKBaH1R 3a npeP,cTaBRHe s PaP,eHa no1111r-1Ka 111111noP,o6eH P,OKyMeHT.
<b>HCCC</b>	Human Capital & Compensation Committee of the DPM Board.	<b>K PB</b>	KOM11Q1R no 40BeWK,1 pecyprn 11Bb3Harpa>t-P,eH1t1R KbM 5opP,a Ha AnM
<b>Management</b>	As a group, all or some of the members of the Executive Committee, Business Unit Heads, Business Function Heads, and Reporting Managers.	<b>MeHIIIA&gt;tMbHT/ PbkOBOACTBO</b>	3aeP,HO - BC14K1 11/11HRKO/IKO OTP,e/1H,1 4/leHOBe Ha 113nb/1H,1Te/1H,1R KOMI/ITeT, pbKOBOP,11Te111,1 Ha 61113hec eP,1H1U,"1, pbKOBOP,11Te111,1 Ha 61113hec d,JK,1,11,1 11npeK-1 pbKOBOP,"1Te/1"1.
<b>Policy Document</b>	Each or any of a Policy, Standard, Procedure or Guideline created by or for the Company or one or more of its Business Units.	<b>&lt;111pMeH AOKyMeHT</b>	no1111T11Kq CTaHP,apT, npou,eP,ypa, HaCOK"1, pa3pa6oreH1,1 OT 11/11 3a KoMnaH"1RTa 11/11 HeCIHa 61113hec eP,1H11ya.
<b>Reporting Manager</b>	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.	<b>npHK pbKOBOAIIITen</b>	PbkOBOP,1tTe/1, Ha KOPTO PaP,eHO 1111y e noP,4"1HeHO Cbr/laCHO TPYAOb1"Te Q1 npaBOOTHOWeH"1R 11111 no c1,111aa Ha orrosopHocr11re Ha ro31,1 pbKOBOP,11re11 3a yc11y1,1, B3110-1eH1,1 Ha rper,1 CTpaH1-1.
<b>Site and Site Head</b>	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.	<b>Apy&gt;t&lt;ecrso 111 PbkOBOAIIITen Ha APY&gt;KeCTBO</b>	BCRKO APY>t<ecrno Ha AnM 3aeP,HO c P,py>t<ecTcra, KOHTO nPKO npeP,OCTaBRT ynpaB/leHCKI,1 yrnyrn, KaKTO 11P,py>t<ecrnara s HanpeP,Ha/1 eran Ha p311,13ay1-1H Ha npoy4cane11H1,1 P,eCTHOCm 11/11 "1HBecky,110HH,1 npeP,110>1eH1R PbkOBOP,1tTe/1HT Ha APY>t<eCTBO e 1111y,ero, KOeTO HOQ1 OTpDBOpHOCTTa 3a Hero.
<b>Third Party</b>	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.	<b>TpeTa CTpaHa</b>	q1,131,14edko 11111,1op11P,114eCKo 1111y cbc cronahcka 11111 P,pyra ye11, KOeTO e B Pa/1OB1,1 OTHOWeH1H C KoMnaH11RTa 11111-1Ma 11Hrepec Pa ypaHoc1,1 rak11sa OTHOWeH1H C HeR. Kaperop"1HTa BK/1104Ba, HO He ce orpaH114asa PO P,OCTaB41"1U,1"1, nOP,113nb/1 H,1re111, CbBeT"1U,1, KOHCY/ITaHT1-1, areHT1,1, 6pOKep1,1, 11061,1cr1,1, 6eHeq111y,1-1eHm Ha PaPeH1H 11cnOHCOCTBO, K/11teHrn 11 napTHbOp1-1 B CbBMeCTH,1 npeP,np11RrnH, C/11BaH1R 11 np1t1P,061,1caH11H.



Resources practices, programs and employee appointments to support the Company's Diversity objectives and Policy.	11Ha3Ha4aBaHe Ha nepc0Ha11, KO11TO noAnoMaraT no1111T11KaTa 3a MHoro6pa311e 11 CBbp3aH11Te C HeR yel111 Ha KoMnaH11RTa.
<b>5.6 Management</b>	<b>5.6. MeH11A&gt;t&lt;MbHT Ha ,J,nM</b>
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.	OcBeH OTpDBOpHOCT11Te no C1/1aTa Ha HaCTORU.\aTa no1111T11Ka, PbKOBOACTBOTO HOCT1 OTpDBOpHOCT 3a TbpCeHe 11 HaeMaHe, nos11weH11R, noA6op 11 Ha3Ha4aBaHe Ha nepcoHa/1 B CbOTBeTCTB11e C HaCTORU.\aTa no1111T11Ka.
<b>6. Effective Date and Review of this Policy Document</b>	<b>6. 1JaTa Ha snv13aHe B CVJla vi nperne,1], Ha HaCTORU,\aR ,J],OKyMeHT</b>
Board Members and Management must comply with all requirements described within this Policy as of the Effective Date.	'-/leHOBeTe Ha E10pAa 11PbKOBOACTBOTO ca Aflb>KH1 Aa cna3BaT BC14K1113111CKBaH11R, on11caH11 B HaCTORU.\aTa no1111T11Ka OT AaTaTa Ha B/1113aHeTO i, B C1/1a.
This Policy will be reviewed every three (3) years by DPM and may be amended with approval by the DPM Board.	HaCTORU.\aTa no1111mKa noA11e>1<11 Ha npepa3me>1<AaHe Ha sceK11 3 (Tp11} noA11H11 11 MO>Ke Aa 6bAe 113MeHRHa COA06peH11e Ha E10pAa Ha ,J,nM.
<b>7. Compliance with this Policy Document</b>	<b>7. CbOTBeTCTB11e C HaCTORW,aTa nom-nv1Ka</b>
Failure to comply with this Policy may subject Board Members and Management to corrective action by DPM, as described in the <i>Code of Business Conduct and Ethics</i> .	3a Hecna3BaHe Ha HaCTORU.\aTa no1111T11Ka MO>Ke Aa 6bAaT Ha/10>KeH11 KOpeKT11BH1 MepK11 Ha 4/1eH Ha E10pAa 11 PbKOBOACTBOTO Cbr/1aCHO npaeunHUKG 3G 6U3HeC emuKa u noeaeHue.
<b>8. Appendices</b>	<b>8. 11 pvJ1O&gt;KeH v1r1</b>
This Policy does not contain any appendices.	KbM HaCTORU.\aTa no/1111T11Ka HRV1a np11110>1<eH11R.