



# Values Policy

---

Dart Mining NL, ABN: 84 119 904 880 (**Company**)

## Introduction

---

Dart Mining NL (“**Dart**”), aims to evaluate and develop several historic goldfields, as well as substantiating a new porphyry province in North East Victoria. Dart has built a strategically placed gold exploration footprint in the Central and North East regions of Victoria, where historic surface and alluvial gold mining indicates the existence of potentially significant gold endowment. Dart is listed on the Australian Securities Exchange (“**ASX**”).

Dart is firmly committed to ensuring that it and all directors, employees, representatives and service providers observe the highest standards of core values and conduct. Decisions made in relation to Dart should honour the spirit and letter of the law. To this end, business will be conducted honestly and ethically, using best skills and judgments, for the benefit of clients, employees and Dart itself.

This Statement of Core Values (“**Values**”) is not simply an aspirational statement of intent. All Dart employees are required to uphold and comply with the Values. Directors are required also to promote the Values espoused. Employees and representatives are personally responsible for observing this Code at all times. Any breach of these Values may result in disciplinary action up to and including dismissal.

### ***Other Documents Applicable to this Policy***

Dart has a number of documented policies, which set out specific legal and ethical requirements and expectations. These policies provide further information on, and procedures for dealing with, the issues addressed in the Code.

Where there is any inconsistency between this Code and any specific policy, the specific policy applies. As Dart is an ASX listed entity, any relevant code legislation or policy of the ASX or ASIC will apply to this Code.

### ***Purpose***

The Values sets out Dart’s core values which underpin its culture, Code of Conduct, business strategy, remuneration structure and general approach to its business dealings.

### ***Definitions***

The definition of a Dart employee includes all, or any, entities associated with that employee.

The definition of a Dart service provider includes any external provider of services to Dart and all, or any, entities associated with that provider.

A reference to employees in this code includes a reference to a director, representative and service provider and a reference to management includes the board of directors.

### ***Scope***

This Code applies to Dart employees, service providers, representatives and the Dart board of directors (“**Board**”) in relation to their dealings with Dart.

## Details of the Core Values

---

### ***Core Values***

Dart is committed to being honest, behaving with integrity and giving superior service. Dart can only achieve this through its people. Obligations and responsibilities fall equally on Dart and every one of its employees.

- **Integrity**  
Acting honestly, diligently and with truthfulness.
- **Professional excellence**  
Striving to achieve strong individual and Company performance through a commitment to professionalism.
- **Stakeholder interests**  
Dealing fairly, without prejudice and in the best interests of shareholders having regard to other stakeholders
- **Compliance**  
Abiding by the law and complying with Company charters, codes and policies
- **Accountability**  
Providing full and accurate information about the facts and technical background to policies and conforming to the law and may be held to account through the legal system.

### ***Management Values***

- Respect all employees' dignity, rights, freedoms and individual needs;
- Provide a working environment that is safe, challenging and rewarding;
- Recognise the work and contribution of each employee;
- Reinforce Dart's commitment to the highest standards in business and professional ethics;
- Uphold the principles of equal opportunity; and
- Obey the law.

### ***Employee Responsibilities***

- Treat, clients, visitors and fellow employees with honesty, courtesy and respect;
- Respect and safeguard the property of clients, Dart and fellow employees;
- Maintain the confidentiality of all client, company and other parties' information gained through the work performed;
- Accomplish daily duties in the best possible manner, utilising all available skills, experience and qualifications;
- Complete tasks in a safe, responsible and effective manner;
- Ensure personal business and financial interests do not conflict with any duty allocated by Dart;
- Work within Dart's policies and rules;
- Maintain a work environment free of discrimination, harassment and bullying; and
- Obey the law.

Dart's core values provide the foundation for its strong ethical and honest culture and enhancing a reputation in the investment community for trust and transparency. Dart's core values are continually reinforced by the Board's leadership and by the conduct and attitude of senior management.

## **Implications**

---

Dart will be responsible for:

- Communicating this policy to employees; and
- Monitoring the implementation of this policy.

## **Review of Policy**

---

The Board reviews this policy annually.