



## **Diversity and Inclusion Statement**

Dated as of September 7, 2023

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### **Our Commitment**

At Allied Gold Corporation (“Allied” or the “Company”), we value and are deeply committed to advancing diversity and inclusion throughout our organization. The Company has adopted this Statement that considers all forms of diversity, including but not limited to the level of representation by women, Indigenous Peoples, people with disabilities, members of visible minorities, age, culture, and geographic background, when assessing candidates for our board, senior management, and all positions in the Company.

The Company believes that diversity promotes the inclusion of different perspectives and ideas, encourages independent thinking, and ensures that the Company benefits from all available talent. Allied values the benefits that diversity and inclusion bring to its board of directors, members of senior management, employees, consultants and partners. Ultimately, we believe our commitment to diversity and inclusion makes us a better Company and creates a more respectful and welcoming work environment.

### **What we expect of Ourselves and Others**

Allied promotes diversity and inclusion starting at the highest levels of the Company, and it is committed to leading by example and participating as visible champions in recognizing diversity and inclusion. We strive to integrate our diversity and inclusion strategy into everything we do, ensuring that our practices and culture supports an inclusive organization that respects the diversity of its people. Our expectation is that all employees, consultants, and partners will follow our lead.

### **Our Objectives**

At Allied, it is our objective to live our values every day, embrace diversity and inclusion, and foster a culture based on merit, free of conscious and unconscious bias. We strive to:

- Create awareness of diversity and inclusion at all levels of the organization by communicating employee rights and responsibilities and role modeling inclusive behaviour.
- Provide equal employment opportunities; create, manage, and value diversity in our workforce; provide a safe work environment; and foster a culture of belonging where all employees are treated with dignity and respect, promoted on merit, and placed in positions to contribute to our future success.
- Cultivate and support an inclusive culture that maximizes the talent, skills and diversity within Allied through inclusive programs, policies, and processes.
- Invest in community initiatives that reflect our commitment to diversity and inclusion.
- Ensure that there is zero tolerance for all forms of discrimination, harassment, and violence in our workplaces.
- Measure and audit our performance through diversity and inclusion data analysis, identifying where there may be gaps in representation and creating strategies to improve.



- Ensure we offer equal opportunities in our procurement sourcing while adhering to Business Ethics principles thus allowing diverse suppliers to compete.

### **Diversity Reporting**

Allied promotes diversity through relevant knowledge, experience, skills, and backgrounds of each individual for its board, senior management, and across all levels of the Company. Given that gender balance is one of our criteria for diversity, and women are one of the designated groups, gender diversity of our board members will be a key factor in the director nomination and board renewal process. We believe it is critical to assemble a diverse mix of skills and perspectives for a strong and effective board and promoting gender diversity is an important way to help us achieve this mix.

We have not adopted formal goals for gender diversity in our senior management or within our organization at this time but continue to consider and adopt meritocratic recruitment and progression measures designed to improve diversity in senior management and all levels of employees at our sites and offices.

### **Annual Review**

On at least an annual basis, Allied will monitor compliance and progress of its diversity and inclusion efforts, and it will continue to review best practices with respect to diversity and inclusion.