

DIVERSITY POLICY

Era Resources Inc. (“the Company”) recognizes that a diverse and talented workforce is a competitive advantage and that the Company’s success is the result of the quality and skills of our people. Our policy is to recruit and manage on the basis of qualification for the position and performance, regardless of gender, age, nationality, race, religious beliefs, cultural background, sexuality or physical ability. It is essential that the Company employs the appropriate person for each job and that each person strives for a high level of performance.

The Company’s strategies are to:

1. recruit and manage on the basis of an individual’s competence, qualification and performance;
2. create a culture that encourages diversity;
3. appreciate and respect the unique aspects that individuals bring to the workplace;
4. foster an inclusive and supportive culture to enable people to develop to their full potential;
5. identify factors to be taken into account in the employee selection process to ensure the Company has the right person for the right job;
6. take action to discourage discrimination, bullying and harassment; and
7. recognise that employees at all levels of the Company may have domestic responsibilities.

Each employee has a responsibility to ensure that these objectives are achieved.

Approved by the Board on 2 January 2013.