

STATEMENT OF VALUES



1. Introduction

- 1.1 Victory Mines Limited (ACN 151 900 855) (**Company**) instils and reinforces a culture across the Company of acting lawfully, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, employees and consultants work to reinforce these values.
- 1.2 The Company's directors have the responsibility of instilling these values across the Company including ensuring that all employees and consultants receive appropriate training on the values and referencing and reinforcing the values in interactions with employees and consultants.

2. Statement of values

- 2.1 Our core values are as follows:
- (a) **Integrity** – we act honestly and with integrity in all dealings, both internally and externally. We commit to only dealing with businesspartners who demonstrate similar ethical and responsible businesspolicies.
 - (b) **Respect** – we respect all people, their ideas and cultures and our words and actions must reflect this respect.
 - (c) **Safety** – we are committed to providing and maintaining a safe and non-discriminatory working environment to safeguard the health and safety of our employees, consultant contractors, suppliersand other persons who visit our project sites, or who we work with, as required by law.
 - (d) **Community Standards** – we act in a manner consistent with reasonable expectations of our investors and the broader community.