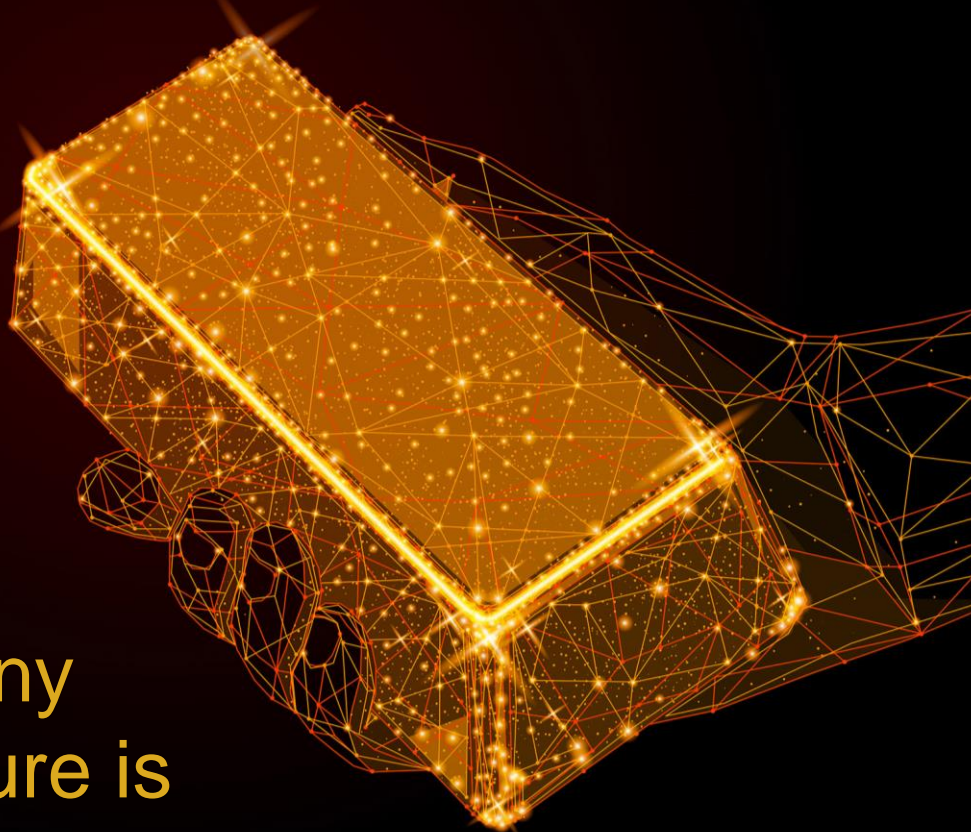


Bold team. Bright future.

Discover the highlight of your career

Careers at Evolution Mining

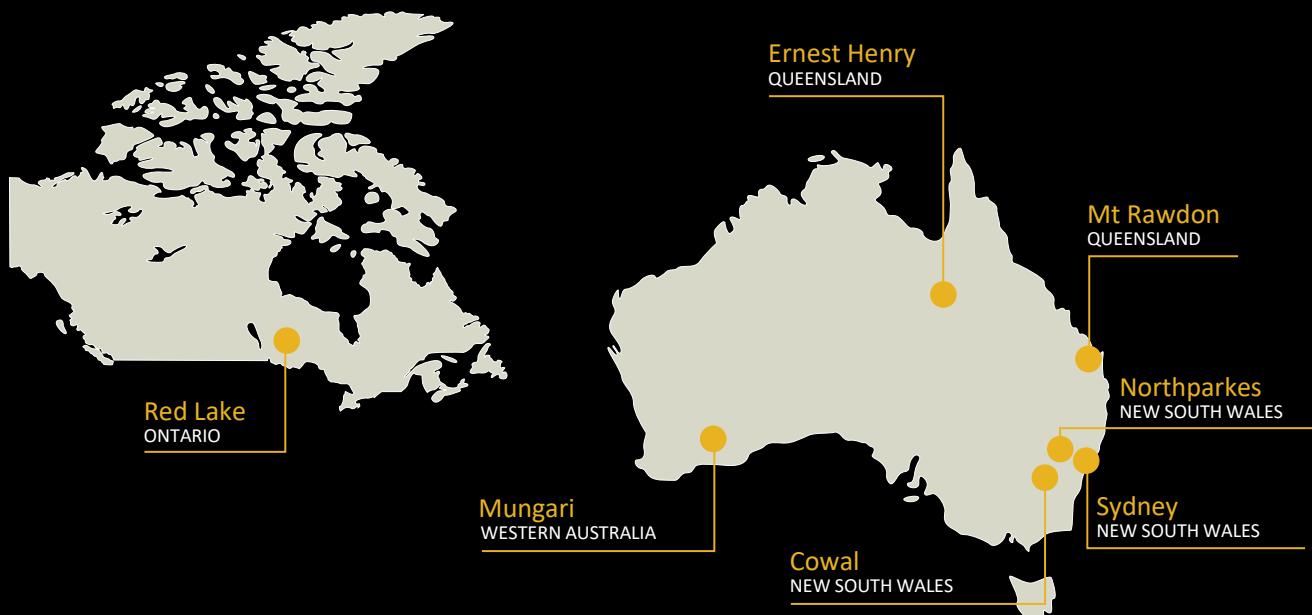




Join a company where the future is bright.

Evolving from humble beginnings into a premier global gold company, Evolution is charting its own course. We are making big investments for the future. A future charged with change, transformation and success. Our high performing teams are tenacious and bold, and there's no better place to experience a world of exciting challenges than with us.

Evolution has operations in Australia and Canada and our Group Office is located in Sydney CBD.





We're a bold company with a clear strategy. We have the agility to make decisions, bring our vision to fruition and support positive outcomes which other companies may not be able to achieve.

What we want to be **great** at

- **Working safely** – safe and healthy people
- **Reliably deliver operational performance** – through great planning and execution
- **Business development** – continue to differentiate through innovative and transformative deals which are well integrated
- **Creating the Evolution experience** – making Evolution a career highlight

Our **strategy**

A clear and consistent strategy:

- A business that prospers through the cycle
- Create sustainable values for stakeholders in an environmentally and socially responsible way
- High performing culture with values and reputation as non-negotiables
- Willing to take appropriate geological, operational and financial risks
- A portfolio of up to 8 assets in Tier 1 jurisdictions generating superior returns
- Financial discipline centred around margin and appropriate capital return

OUR VISION

Inspired people
creating a premier
global gold company



OUR THEME

- We say
- We do
- We deliver



OUR VALUES

- Safety
- Accountability
- Excellence
- Respect

At Evolution, sustainability is integrated into everything we do. We are committed to providing safe workplaces, engaging our local stakeholders, investing in our communities and environments, and to creating a positive legacy in the communities in which we operate.





Transforming mines. **Uplifting careers.**

As our name suggests, change and transformation are in our DNA. So, if you love a challenge, and understand with that comes the opportunity to create the best career highlights, it's time to join us and start your next exciting chapter.

Bold teams create bright futures

It's because of our high performing teams that we can embark on new and exciting challenges together with confidence and resilience. Be a part of the teams who constantly push themselves to solve problems and find smarter ways of working.

Agility fast tracks possibility

Working for an agile company that values smart people and creative thinking allows opportunities to flourish. At Evolution, you can take on new challenges you may never have considered. With supportive and accessible leaders, and a strong commitment to training and development, the ability to move within, across and upwards tends to happen faster with us.

Career and operational diversity provides opportunities

Your time at Evolution can be multiple experiences in one. Whether you choose to work at one of our underground or open pit operations, explore for our future as part of our Discovery team, or join our Sydney Group Office, your career is headed for an uplift. Live in Australia or Canada, do residential, FIFO or DIDO or work full-time, part-time or job share. The options are countless.

Ownership feeds ideas

At Evolution, regardless of your role, there are opportunities for everyone to have an impact and influence positive change. We reward our people to act like owners of the business, welcome your fresh perspectives and ideas, and invite you to challenge the status quo.

Act Like An Owner Program (ALO)

We recognise our people for acting like owners and generating opportunities for Evolution. People who have gone over and above the requirements of their role and delivered additional value to Evolution are considered for our quarterly reward and recognition program.

Winners of the quarterly awards and their guest are invited to our annual recognition event.

Benefits

We offer a broad range of benefits and incentives across our global sites including:

- Financial Wellbeing
- Health & Wellbeing
- Reward & Recognition
- Development
- Community



Where options open up opportunities

Site snapshots

Cowal

NEW SOUTH WALES,
AUSTRALIA

With a \$430 million investment, our cornerstone asset of Cowal has taken its already successful open pit operation underground in just seven years. A longer life for Cowal and a longer career for our people.

FAST FACTS

- 500+ employees
- 2040 expected mine life
- Producing: Gold
- Open pit, underground, processing and maintenance
- Owner operator
- 40km north-east of West Wyalong
- 320km north-west of Canberra
- 350km west of Sydney
- 600km north of Melbourne
- Residential
- Traditional owners: Wiradjuri people

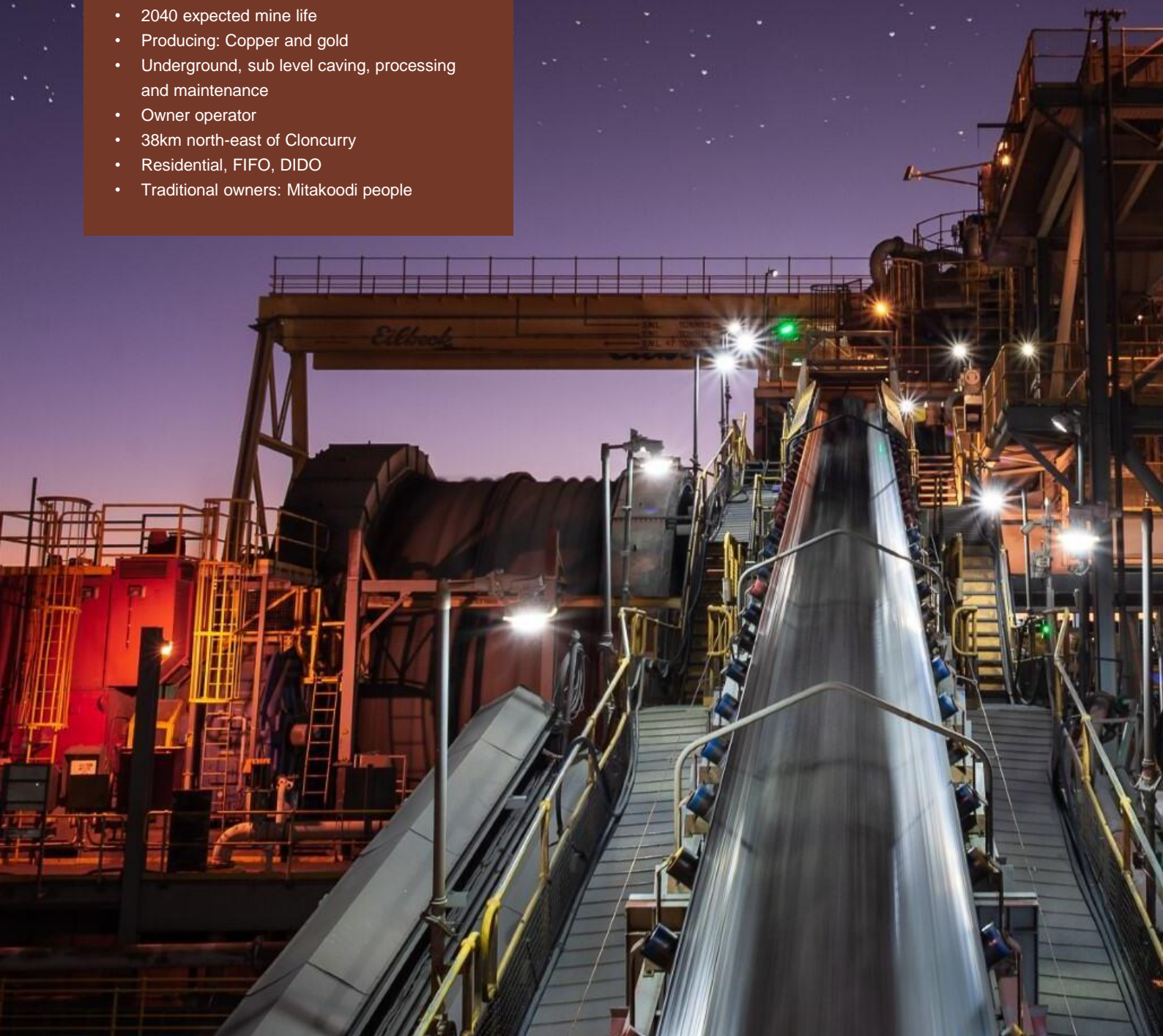
Ernest Henry

QUEENSLAND, AUSTRALIA

A cornerstone asset in our portfolio, Evolution's acquisition of Ernest Henry has resulted in mine life extension to 2040, a doubling of ore reserves and more operational diversity on site, meaning a bright future for our people and the community.

FAST FACTS

- 600+ employees
- 2040 expected mine life
- Producing: Copper and gold
- Underground, sub level caving, processing and maintenance
- Owner operator
- 38km north-east of Cloncurry
- Residential, FIFO, DIDO
- Traditional owners: Mitakoodi people



Mt Rawdon

QUEENSLAND, AUSTRALIA

Leaving a positive legacy. With Mt Rawdon transitioning to its closure in June 2025, our people can continue to have a career and opportunities with the exposure to mine closure initiatives and redeployment across Evolution.

FAST FACTS

- Producing: Gold and silver
- Open pit, processing and maintenance
- Owner operator
- 75km south-west of Bundaberg
- Residential, DIDO
- Traditional owners: Port Curtis Coral Coast people



Mungari

WESTERN AUSTRALIA,
AUSTRALIA

With underground and open pit mining, and an expansion of the processing plant underway, the operational diversity and unique work experience opportunity at our cornerstone asset of Mungari, is great for uplifting careers.

FAST FACTS

- 600+ employees
- 2038 expected mine life
- Producing: Gold
- Underground, open pit, processing and maintenance
- Owner operator
- 600km east of Perth
- 20km west of Kalgoorlie
- Residential, FIFO
- Traditional owners: Traditional Custodians of our Mungari Operations

Northparkes

NEW SOUTH WALES,
AUSTRALIA

Northparkes will celebrate 30 years of operations in 2024 and is known for innovative technology and committed people. Northparkes uses multiple mining methods including open pit, sub-level caving and was the first mine in Australia to use the block cave mining method. Northparkes is committed to a diverse and inclusive workplace with a long mine life and a vision of a century of mining together.

FAST FACTS

- 400+ employees
- Producing: Copper and gold
- Sub level, block cave, open pit, processing and maintenance
- Analytical facility with a XRD laboratory
- Automated mineralogy SEM laboratories
- Owner operator
- 27km north-west of Parkes
- Residential
- Traditional owners: Wiradjuri people



Red Lake

ONTARIO, CANADA

Evolution's star is rising in Red Lake. Transforming to a cornerstone asset in Evolution's portfolio, and with a new lease on mine life, our people have a brighter and longer future of career and growth opportunities at Red Lake.

FAST FACTS

- 650+ employees
- One of the highest-grade gold deposits in Canada
- 2038 expected mine life
- Producing: Gold and silver
- Underground, processing and maintenance
- Owner operator
- 480km north-east of Winnipeg
- 535km north-west of Thunder Bay
- Residential, FIFO, DIDO
- First Nations People: Wabauskang and Lac Seul

A nighttime photograph of the Sydney Cenotaph, a large, illuminated stone monument with a central arched window, situated in a park. In the background, several tall, modern skyscrapers with lit windows are visible against a cloudy sky. The entire scene is reflected in a body of water in the foreground.

Sydney

**NEW SOUTH WALES,
AUSTRALIA**

Working in our Group Office, you'll have a front row seat to our vision and be a part of the bold, inspired teams who are engineering its success. A team of 140 employees, many of our people have the opportunity to move between Sydney and our sites - whether it be for a visit or a more permanent lifestyle change.



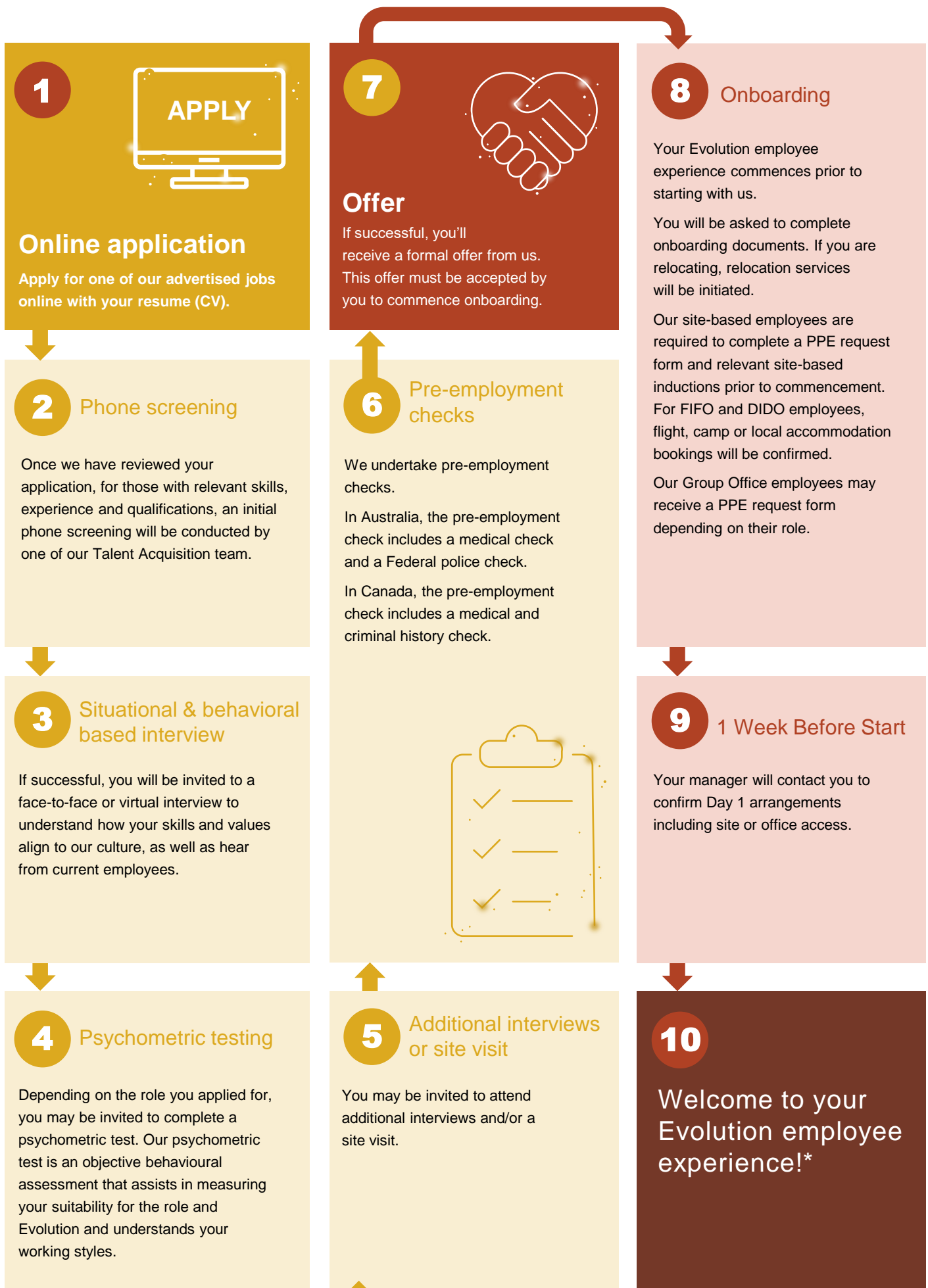
Our recruitment process

Inclusion and diversity is an enabler for Evolution to be your career highlight and is aligned with our values of safety, excellence, accountability and respect, where everyone is treated fairly, feels respected and can contribute to our success.

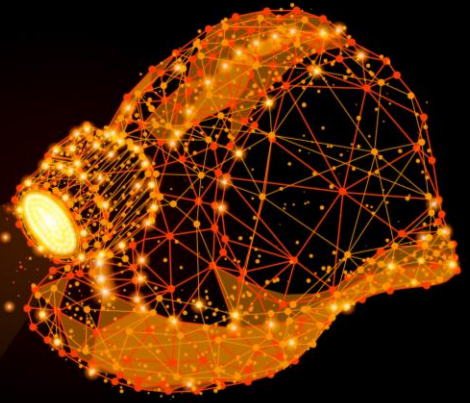
Not sure which role or location is right for you?

We understand, particularly if you are new to mining, that you may be unsure where and how your skills might align. That's okay. Join our Talent Community and our Talent Acquisition team will help you find the right fit.





*You must have the right to work in the relevant jurisdiction before commencing employment.



FAQs

Q. Are there opportunities to develop a career at Evolution?

Yes. There are many opportunities to make Evolution your career highlight through career opportunities, training and professional development. We encourage the promotion, transfer, secondment, redeployment and retention of our people. Wherever possible, we encourage you to apply for vacancies internally across our portfolio.

Q. If I work outside the mining and resources sector, can I still have a career with Evolution?

Yes. Your suitability for the role is assessed based on your skills and capabilities and we encourage diversity of thought and experience from other sectors where possible.

In addition to our operational roles, we have corporate functions such as People & Culture, IT, Commercial & Finance, Sustainability and Procurement that support our mining operations.

Q. What if I'm unsure which role and location would be best for me?

Easy. You don't need to apply for a specific role, join our Talent Community by filling out a short form online and we'll get in touch with you to discuss opportunities.

Q. Is there an induction program for employees?

Yes. All employees are welcomed to Evolution with an introduction to our company and a welcome pack. You'll also be required to undertake inductions prior to and at commencement to learn about the site, safety, our culture, your role and the people you'll be working with to ensure you have every opportunity to perform at your best.

Q. Is flexible working available at Evolution?

At Evolution, we support and encourage flexible working. We acknowledge that flexibility is different for everyone, so we're happy to have a conversation around workplace flexibility.

Q. At what stage of the application process is it appropriate to discuss flexible options?

Right at the start! Let us know when we interview you. You will not be disadvantaged in the recruitment process for asking about flexible work options.

Q. How do you represent the communities in which Evolution operates?

Engaging with local stakeholders to understand our impacts and their goals for the sustainable development of their communities is essential to how we identify and implement community investment programs, including our Shared Value Projects. Our approach to community investment is site-specific.



Q. Why is a diverse and inclusive workforce important to Evolution?

We recognise the benefits of having an inclusive and diverse workforce, where people's diverse experiences, perspectives and backgrounds are valued and utilised. Our people are our most significant enabler as they drive business performance and success. It is our role to ensure that you feel equipped, engaged and motivated to succeed.

Q. If I'm unsuccessful this time, can I re-apply?

Yes. Don't feel discouraged if this happens. It can take time to get the right role that fits your skill set. Your details will remain in our system, therefore our Talent Acquisition team may reach out to you for other opportunities across Evolution relevant to your experience.

Q. Can I apply for more than one job at a time?

Yes! You are welcome to apply for any of our job advertisements that you believe match your skill set, career goals and aspirations.

Useful links

[Evolution Mining corporate website](#)

[Evolution Mining careers website](#)

[Search our current opportunities](#)

[Join our talent community](#)

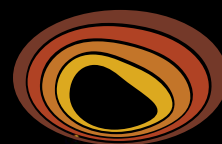
[Our story](#)

[Diversity and inclusion policy](#)

[Community engagement and investment](#)

[Sustainability report](#)

**Bold team.
Bright future.**



Evolution
MINING