

## CORPORATE GOVERNANCE POLICIES

### DIVERSITY POLICY

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#### **Purpose**

This Diversity Policy sets out the Company's diversity policy and the processes whereby the Company will address, at a minimum, the objectives set out in the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations*.

The purpose of this Diversity Policy is to enable the Board to:

- set measurable objectives for achieve gender diversity
- report the progress of these measureable objectives

For consistency with ASX recommendations, this policy will refer principally to gender diversity. This approach however, in no means limits the Company's recognition and respect for the value of all definitions of diversity and at all levels of the organisation. A diverse workplace includes the skills and perspective that people bring to the organisation through, but not limited to, experience, gender, age, culture and beliefs.

#### **Implementation**

The Company is committed to setting measurable objectives for attracting and engaging women at the Board level, in senior management and across the whole organisation.

The Company's Director Selection Procedure for specific procedures in relation to directors.

To ensure the optimal implementation of this policy the following procedures will be followed:

- equal employment opportunities based on relative ability and potential for the best business performance outcomes;
- transparent selection processes and reviews;
- engage employment consultants, if appropriate, to identify and assess the best candidates available for positions;
- attract and retain a skilled and diverse workforce;
- succession planning and training opportunities;
- formal implementation and monitoring of diversity targets; and
- linking achievement of measurable objectives to Board Key Performance Indicators, where appropriate.

Generally, the Company will promote a culture which embraces diversity through ongoing education, nil tolerance for inappropriate behaviour and flexible working arrangements.

#### **Diversity Objectives**

The Company recognises that the mining and exploration industry is intrinsically male dominated in many of the operational sectors and the pool of women with appropriate skills will be limited in some instances. Where possible, the Company will seek to identify suitable candidates for positions from a diverse pool.



The Remuneration Committee will review and monitor and report on the progress of these objectives at least annually.

### **Diversity Reporting**

The Company's annual report will include a summary of objectives, progress towards these objectives and the portion of women engaged in the organisation.

### **Policy Review**

The objectives and effectiveness of this Diversity Policy will be reviewed by the Board annually.

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