

## **CORPORATE GOVERNANCE – DIVERSITY POLICY**

The Company's Diversity Policy, and the processes whereby the Company will address, at a minimum, the objectives set out in Principle 1.5 of the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations*, as outlined below.

### **Purpose**

The purpose of the Company's Diversity Policy is to enable the Board to:

- set measurable objectives to achieve gender diversity, and
- report the progress of these measurable objectives.

Although for the purpose of the ASX recommendations this policy will refer principally to gender diversity, that approach in no way limits the Company's recognition of and respect for the value of diversity at all levels of the organisation. A diverse workplace encompasses the skills and perspectives that different people bring to the organisation by way of, 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 Board level, in senior management and across the whole organisation.

For optimal implementation of this policy, the Company will:

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

## **Diversity objectives**

As at the date of this policy, the Company employs the following proportion of women to men (including consultants).

- Appointed to the Board – nil/3.
- Appointed to senior management (including Company Secretary) – nil/2.
- Across the whole organisation – 1:4 (25 per cent).

## **Objectives**

As at the date of this policy, the Company's objectives are to acknowledge and respect the value of diversity at all levels of the organisation. A diverse workplace includes the skills and perspectives that people bring to the organisation by way of, but not limited to, their experience, gender, age, culture and beliefs. Ideally, this diversity should reflect the societies and regions in which the Company operates.

The Company recognises that the mining and exploration industry is intrinsically male-dominated in many of the operational sectors, and that the pool of women with appropriate skills will be limited in some instances. The Company further recognises that diversity extends to matters of age, disability, ethnicity, marital/family status, religious/cultural background and sexual orientation. Where possible, the Company will seek to identify suitable candidates for positions from a diverse pool. The Company's Nomination Committee will review, monitor and report on the progress of these objectives at least annually.

## **Diversity reporting**

The Company's Corporate Governance Statement in the Annual Report will include a summary of objectives, progress towards these objectives and the proportion of women engaged within the organisation.

## **Review**

The Board will review the objectives and effectiveness of this Diversity Policy annually.