



CORPORATE GOVERNANCE POLICY – DIVERSITY POLICY

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 Principle 1.5 of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

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

- a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- improved employment and career development opportunities for women;
- a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

Implementation

Due to the size and scale of operations of the Company, the Board has determined that a long-term gender diversity objective is more appropriate. 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.

Diversity Objectives

As at the date of this Diversity Policy, the Company employs the following proportion of women (including consultants):

- appointed to the Board: 0%
- appointed to senior management (including Company Secretary): 0%

- across the whole organisation: 0%

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.

Given the size of the Company, the Company has not yet set measurable objectives for achieving gender diversity. The board will review progress against any objectives identified on an annual basis.

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. The Company 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.

Diversity Reporting

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

Review

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