



Austral Resources Australia Ltd

Diversity & Inclusion Policy



INTRODUCTION

The Company and all its related bodies corporate are committed to workplace diversity.

The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, marital or family status, sexual orientation, gender identity, age, disabilities, national origin, religious beliefs, cultural background, socio-economic background, perspective and experience.

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

The Diversity and Inclusion Policy does not form part of an employee's contract of employment with the Company, nor gives rise to contractual obligations. However, to the extent that the Diversity and Inclusion Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the Diversity and Inclusion Policy forms a direction of the Company with which an employee is expected to comply.

OBJECTIVES

The Diversity and Inclusion Policy provides a framework for the Company to achieve:

- a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- treating employees fairly and with respect;
- recruit, place, promote, compensate and retain employees on the basis of their qualifications for the work to be performed, including experience, merit, and other work related criteria;
- maintain a standard where our employees work and engage respectfully and collaboratively with one another;
- investigate every complaint of related to an employee breaching human rights and inappropriate behaviours including bullying, any form of direct/indirect discrimination, harassment and vilifications;
- develop and implement training programs to support capacity building of the local workforce
- 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,

(collectively, the **Objectives**).

The Diversity and Inclusion Policy does not impose on the Company, its directors, officers, agents or employee any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-

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discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

RESPONSIBILITIES

The Board's commitment

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at the senior level of the Company and on the Board. The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

Strategies

The Company's diversity strategies include:

- recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- reviewing succession plans to ensure an appropriate focus on diversity;
- identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- developing a culture which takes account of domestic responsibilities of employees;
- provide opportunities for employees on extended parental leave to maintain their connection with the entity; and
- any other strategies the Board develops from time to time.

MONITORING AND EVALUATION

The Chairman will monitor the scope and currency of this policy.

The Company is responsible for implementing, monitoring and reporting on the Objectives.

In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

REPORTING

The Board will include in the Annual Report each year:

- progress against the Objectives; and
- the proportion of women employees in the whole organisation, at senior management level and at Board level.

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PERIODIC REVIEW OF POLICY

The Company will monitor compliance with this Policy periodically by liaising with the Board, management and staff for any other ideas or suggestions for improvement of it. Suggestions for improvements or amendments to this Policy can be made at any time by providing a written note to the chief executive officer.

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