

DIVERSITY POLICY

This policy outlines the Company's policy on achieving diversity in all its operations, both in Australia and overseas, by seeking to build, over time, a workforce comprising men and women of different ages, nationalities, ethnic origin, family responsibilities, religious beliefs, sexual orientation, physical abilities, and other differences, in accordance with ASX Corporate Governance Principles and Recommendations.

Benefits of Diversity

The Company considers that it will benefit from the implementation of a Diversity Policy in that it will:

- attract and retain a skilled workforce;
- provide equal employment opportunities, including with respect to internal promotion, leadership development and flexible work practices, having regard to the relative ability and performance of employees;
- create an inclusive workplace culture to make the Company an employer of choice;
- reflect the diversity of the communities in which it operates;
- contribute to the economic and social development of the communities in which it operates.

Promotion of Diversity

The Company will work to improve the diversity of its workforce over time by identifying talented women and individuals from under-represented backgrounds for recruitment. Employees will be rewarded and prompted on the basis of their performance and managers will be taught to manage diversity to ensure that all employees are treated and evaluated fairly.

The Company will develop programmes to promote diversity, including flexible work practices, mentoring programmes, employee education assistance and childcare assistance.

In reviewing and appointing directors, account will be taken of the potential for women and candidates from under-represented backgrounds to bring fresh and valuable perspectives to the governance of the Company. Where professional intermediaries are used to identify candidates, they will be required to take these factors into account in presenting candidates for appointment.

The Chief Executive Officer will be responsible to the Board for establishing, monitoring, reviewing and updating the policy, having regard to current best practice.

Measurable objectives will be set, including with respect to representing women at all levels of the Company, to ensure that the policy is implemented over time, and these will be reviewed and assessed by the Board on an annual basis and reported on in the Company's Annual Report.