

Diversity & Inclusion Policy

POLICY STATEMENT

The company is committed to establishing and maintaining an environment in the workplace where each individual feels valued, respected, and empowered to contribute their unique perspectives and talents. An inclusive and diverse workplace that reflects the diverse communities in which we operate will drive innovation, enhance performance, and foster a culture of mutual respect and collaboration.

Promoting diversity involves recognising and valuing the unique contribution that each individual can bring by virtue of their individual background and diverse set of abilities, experiences, and perspectives. The Company values the diversity of its people and the contribution they make.

OUR COMMITMENT

- a. Implement a no tolerance approach to discrimination of an individual due to their age, gender, disability, marital status, medical record, nationality or national extraction, political opinion, race, colour, social origin, religion, sexual orientation, gender identity, cultural background and socio-economic background or trade union activity.
- b. Foster an environment where people demonstrate respect for others and is free from discrimination, harassment, and bullying.
- c. Strive for gender parity across workforce participation, leadership, recruitment, retention, and career development.
- d. Acknowledge the role that gender diversity in leadership plays in promoting gender diversity and publish progress annually in corporate governance disclosures.
- e. Understand and act on workplace barriers to increase female workforce participation, including setting measurable diversity metrics and reporting outcomes.
- f. Consider flexible work practices that will assist individuals to meet domestic responsibilities and provide strategies for workplace accessibility for individuals with disabilities.
- g. Ensure all workplace participants feel included, supported, and able to be their authentic selves at work.
- h. Provide equal opportunity to all individuals in workforce participation, leadership, recruitment, retention, and career development.
- i. Recognise and address the interconnected nature of social categorisations (intersectionality) which may create overlapping systems of discrimination or disadvantage.
- j. Promote understanding and respect for diverse cultures, with a focus on Tjiwarl Native Title Holders and other culturally significant groups.
- k. Set measurable diversity objectives that are appropriate for the Company and include key performance indicators linked to leadership remuneration.
- l. Ensure a grievance mechanism process is available to raise concerns and resolve issues transparently and confidentially.
- m. Respect all internationally recognised human rights and comply with all relevant legislation, including the Age Discrimination Act 2004, Australian Human Rights Commission Act 1986, Disability Discrimination Act 1992, Racial Discrimination Act 1975, and the Sex Discrimination Act 1984.

RESPONSIBILITY

The Board is responsible for oversight and ensuring the policy aligns with ASX Corporate Governance Principles and Recommendations, including reporting diversity progress annually. Management is responsible for implementing this policy through actionable plans and strategies.

IMPLEMENTATION & REVIEW

The Company will integrate diversity objectives into its corporate governance framework. This includes setting specific numerical diversity targets, monitoring gender equality indicators under the Workplace Gender Equality Act 2012 (Cth), and including diversity outcomes in annual corporate governance disclosures. Progress towards these objectives will be reviewed annually by the Board.

GRIEVANCE MECHANISM

The Company will ensure that all employees and stakeholders have access to a transparent grievance mechanism to raise concerns related to breaches of this policy. Complaints will be handled seriously, confidentially, and in accordance with applicable laws and company policies.

COMPLIANCE AND CONSEQUENCES OF BREACH

All employees, directors, contractors and workplace participants must comply with this policy. Any breach may result in disciplinary action, up to and including termination. The Company reserves the right to refer breaches to relevant authorities where required.

For and on behalf of the Board of Directors



Antonino (Tony) Ottaviano
Chief Executive Officer and Managing Director

REVIEW OF THIS POLICY

The Board is responsible for reviewing this Policy annually. This Policy may be amended by resolution of the Board.

Policy Ref.	Policy Name	Ver	Author	Approving Authority	Approved Date
POL-GE-C.000-0001 (Formally P-1)	Diversity & Inclusion Policy	2	Company Secretary	Board of Directors	18 December 2024

