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# **MINERAL COMMODITIES LIMITED**

## **DIVERSITY POLICY**

### **PEOPLE AND CULTURE**

#### **1. OBJECTIVE**

- 1.1** To embrace the diversity of skills, ideas and experiences of an individual and recognise that a workforce is made up of people with differences in age, gender, sexual orientation, disability, religion or national origin or social origin contributes to Mineral Commodities Limited's success and organizational strength.
- 1.2** To ensure all employees are treated with fairness and respect.

#### **2. SCOPE**

- 2.1** This policy applies to all employees of the Mineral Commodities Limited group of Companies.

#### **3. OUR COMMITMENT TO DIVERSITY**

- 3.1** Mineral Commodities Limited is committed to embedding a corporate culture that embraces diversity through;
- Recruitment on the basis of competence and performance and selection of candidates from a diverse pool of qualified candidates
  - Maintaining selection criteria that does not indirectly disadvantage people from certain groups
  - Providing equal employment opportunities through performance and flexible working practices
  - Maintain a safe working environment and supportive culture by taking action against inappropriate workplace and business behavior that is deemed as unlawful (discrimination, harassment, bullying, vilification and victimization)

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- Promote diversity across all levels of the business
  - Undertake diversity initiatives and measuring their success
  - Regularly surveying our work climate
  - The Board of Directors establishing measurable objectives in achieving gender diversity

#### **4. APPLICATION AND REVIEW**

- 4.1 The Board of Directors will review the diversity strategy at least annually and will monitor progress toward the achievement of measurable objectives for achieving diversity. This policy will be reviewed regularly and updated as required.