



## DIVERSITY POLICY

### 1. Overview & Purpose

Mineral Commodities Ltd (MRC) is committed to maintaining an environment in which individuals are valued, supported and respected. MRC aims to embrace the diversity of skills, ideas and experiences of an individual and recognises that a workforce is made up of people with differences in age, gender, sexual orientation, disability, religion, national or social origin and each contributes to MRC’s success and organisational strength.

### 2. Scope

This procedure applies to the “Company”. The Company is Mineral Commodities Ltd and all of its subsidiaries, which includes:

- Madan Rahjo Kanyab Company (Private Stock Joint)
- Mineral Sands Resources (Pty) Ltd
- MRC Exploration Australia Pty Ltd
- MRC Graphite Pty Ltd
- MRC Resources (Pty) Ltd
- MRC Trading (Aust) Pty Ltd
- Transworld Energy and Mineral Resources (Pty) Ltd
- Zamin Afzar Ofogh Company (Private Joint Stock)

### 3. Our Commitment to Diversity

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 behaviour that is deemed as unlawful (discrimination, harassment, bullying, vilification and victimisation).
- 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

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.

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