



ABN: 79 140 110 130

CORPORATE GOVERNANCE: DIVERSITY POLICY

Objectives

The Company is committed to providing equal employment opportunities to all employees, and to all applicants for employment, regardless of race, colour, gender, religion, age, nationality, disability, marital status, sexual orientation, political conviction or any other personal factors. All appointments are, however, made strictly on the basis of merit.

Any diversity policy adopted by the Company would have to be consistent with this objective and applicable anti-discrimination legislation.

Due to the size of the Company's workforce, the Company has not at this stage adopted a formal diversity policy or any gender diversity objectives. The Board believes that there is no detriment to the Company in not adopting a formal diversity policy or in not setting gender diversity objectives as the Company is committed to providing all employees with fair and equal access to employment opportunities and promoting diversity within the Company.

The Company recognises that the mining and exploration industry is intrinsically male dominated in many of the operational sectors and the pool of women with appropriate skills will be limited in some instances. The Company recognises that diversity extends to matters of age, disability, ethnicity, marital/family status, religious/cultural background and sexual orientation. Where possible, the Company will seek to identify suitable candidates for positions from a diverse pool. However, as noted above, all appointments will be made strictly on the basis of merit, and merit alone.

Review

The objectives and effectiveness of the policy described above will be reviewed by the Board annually.