

**DIVERSITY & EQUAL OPPORTUNITY POLICY**

**FLINDERS MINES LIMITED**

**ACN 091 118 044**

<b>Contents</b>	<b>Page</b>
<b>PART 1 – PRELIMINARY</b> .....	<b>3</b>
1. Scope and Purpose .....	3
2. Aim of the Policy .....	3
<b>PART 2 – THE COMPANY’S POLICY</b> .....	<b>3</b>
3. Diversity in the Workplace .....	3
4. Commitment to Diversity .....	3
5. Board Selection Process .....	4
6. Responsibilities .....	4
<b>PART 3 – ADMINISTRATIVE MATTERS</b> .....	<b>5</b>
7. Management of the Policy .....	5
9. Review .....	5

# FLINDERS MINES LIMITED

## DIVERSITY AND EQUAL OPPORTUNITY POLICY

### PART 1 - PRELIMINARY

#### 1. Scope and Purpose

This Diversity and Equal Opportunity Policy is designed to support Flinders Mines' commitment to diversity and equal opportunity and to compliance generally with the ASX Corporate Governance Principles and Recommendations.

#### 2. Aim of the Policy

Flinders Mines recognises the benefits of employing a diverse range of people based on merit, qualifications, experience, skills, knowledge and potential.

Flinders Mines at all times strives to value and recognise each individual employee's contribution regardless of gender, ethnicity, colour, age, race, religious belief, sexual orientation, marital status, disability, trade union activity or any other legally protected status.

Flinders Mines is committed to maintaining:

- A talented and diverse workforce;
- A workplace free of harassment, bullying and unfair or unlawful discriminatory practices and behaviour;
- An environment where all employees can demonstrate their abilities, aptitude and knowledge to develop their potential and advance within the company; and
- A clear and transparent governance process for recruitment, recognition and remuneration based on expertise, experience, merit and performance, and not gender, race, ethnicity, age, physical ability or cultural factors.

### PART 2 – THE COMPANY'S POLICY

#### 3. Diversity in the Workplace

Workplace diversity refers to the variety of differences between people in an organisation. Diversity encompasses a range of matters, including, but not limited to, differences in gender, race, ethnicity, age, disability and cultural background. Flinders Mines believes that embracing diversity in its workforce contributes to the achievement of its corporate objectives and enhances its reputation as an employer of choice.

Diversity in the workplace enables Flinders Mines and its controlled entities to:

- Recruit the right people from a diverse pool of talented candidates;
- Retain and develop an appropriate skills base within Flinders Mines;
- Make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in Flinders Mines.

#### 4. Commitment to Diversity

Flinders Mines is committed to achieving the goals of:

- Providing access to equal opportunities at work based primarily on merit;
- Attracting and retaining a management team with a diverse mix of skills, experience and expertise; and

- Fostering a corporate culture that embraces and values diversity and uses diversity to deliver business outcomes.

Flinders Mines is an equal opportunity employer and welcomes people from a diverse range of backgrounds.

## **5. Board Selection Process**

The Board has established a Nominations and Remuneration Committee, which is responsible for (among other things) ensuring that processes to assess the necessary and desirable competencies of Board members, including experience, expertise, skills and performance of the Board and its committees, are implemented.

The Nominations and Remuneration Committee's responsibilities are set out in the Nomination and Remuneration Committee Charter.

As part of that process, the Nominations and Remuneration Committee undertakes the following tasks, among others:

- Establishing and evaluating the necessary and desirable competencies of the Board;
- Assessing the performance standards of the Board to facilitate the directors fulfilling their responsibilities in a manner that serves the interests of shareholders;
- Assisting in identifying, interviewing and recruiting candidates for the Board as vacancies occur from time to time;
- Overseeing Board succession, including succession planning to maintain an appropriate mix of skills, experience, expertise and diversity on the Board; and
- Determining and applying remuneration policies designed to retain the appropriate persons, based on expertise, experience, merit and performance, and not gender, race, ethnicity, age, physical ability or cultural factors, as senior managers and employees of Flinders Mines.

## **6. Responsibilities**

Every employee within Flinders Mines is responsible for supporting and maintaining Flinders Mines' corporate culture, including its commitment to diversity and equal opportunity in the workplace.

Flinders Mines expects everyone to take their obligations seriously and conduct themselves in an appropriate, respectful manner in accordance with the Company's values.

The Flinders Mines Board and management team are responsible for developing policy and monitoring diversity and equal opportunity in the workforce by:

- Setting and disclosing measurable objectives for building diversity of employees;
- Ensuring that the Company has attraction, recruitment and selection arrangements that encourage applicants and employees of all backgrounds to apply;
- Offering all employees the opportunity to achieve their potential;
- Promoting tolerance of change and increasing employee morale through building a culture of respect and inclusion; and
- Ensuring Flinders Mines' policies and procedures uphold equal opportunity and discrimination legislation.

## **PART 3 – ADMINISTRATIVE MATTERS**

### **7. Management of the Policy**

The Board, with the assistance of the General Manager HR & HSEC, is responsible for:

- Developing and promulgating policies, procedures and guidelines regarding diversity and equal opportunity;
- Setting measurable objectives for building diversity;
- Monitoring outcomes and reporting on diversity objectives; and
- Development and maintenance of a clear and transparent governance process to support diversity and equal opportunity.

### **8. Review**

The Board will meet at least once in each year to review the content of this Policy to determine its adequacy for current circumstances. Where necessary, the Board may by resolution alter the contents of this Policy to ensure legal and corporate governance responsibilities are met.