

**DIVERSITY POLICY**

# JINDALEE RESOURCES LIMITED

## DIVERSITY POLICY

### Introduction

Jindalee Resources Limited (**Company**) acknowledges the importance of diversity within the Company and recognises the benefits arising from a workforce comprising individuals with diverse backgrounds. This includes providing a broader pool of high quality employees, improving employee retention, accessing different perspectives, ideas and innovation and the benefits resulting from utilising all available talent.

Diversity within the Company means all the things that make individuals different from one another and includes, but is not limited to, gender, age, ethnicity, language, sexual orientation and cultural background.

Jindalee Resources is a publicly listed Company on the Australian Securities Exchange (**ASX**) and will to the extent practicable, taking into consideration the size of the Company and its stage of development, adopt the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations relating to diversity where appropriate.

The Board of Directors (**Board**) is responsible for adopting and monitoring the Company's Diversity Policy (**Policy**) and promoting the policy to maximise the achievement of corporate goals and objectives.

### Policy Objectives

The Policy provides a framework for the Company to achieve:

- A diverse and skilled workforce, leading to continuous improvement in service delivery and the achievement of corporate objectives
- A workplace culture characterised by inclusive practices and behaviours for the benefit of all employees including a culture which takes into consideration employees domestic responsibilities
- Initiatives to ensure equal consideration for Senior Management and Board positions and improved employment and career development opportunities for women
- Awareness in employees of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity
- Provide effective grievance mechanism for workers in the case of sexual harassment or bullying in the workplace

The Policy does not impose on Jindalee, its directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or territory of Australia or of any foreign jurisdiction.

### Responsibility & Strategy

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at senior management level and also on the Board. Strategies to improve gender diversity may include workplace development programs, mentoring programs and targeted training and development.

The Company is also committed to ensure fair hiring and recruitment practices, to ensure both men and women are given equal opportunity to be considered for all positions for which they are suitably experienced or qualified. Professional recruitment agencies may be engaged when selecting candidates for Board, senior management or other positions within the Company to ensure a large diverse pool of candidates is identified. All decisions pertaining to employment, career advancement, including promotions, transfer and other assignments will be determined on merit.

Succession planning will continue with an appropriate focus to encourage the promotion of diversity within the Company.

It is the Board's responsibility to ensure all staff are aware of the Company's Code of Conduct and to ensure that any individual who does not adhere to these ideals is dealt with appropriately by executive management.

In addition, the Board is responsible for ensuring that there is no discrimination in the workplace. There should be no direct or indirect discrimination against any individual in the workplace, including matters relating to remuneration or opportunities for advancement.

In order for this policy to operate effectively, it is essential that employees at all levels be responsible for the elimination of discriminatory practices and for the creation of a diverse and tolerant workplace. This Policy does not form part of an employee's contract of employment, however to the extent that the Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, this Policy forms a direction of the Company with which an employee is expected to comply.

Breach of this Policy may result in disciplinary action which may include, depending on the severity of the breach, a range of actions from counselling, reprimand or formal warning, to termination of employment.

### **Evaluation & Monitoring**

The Board will monitor the scope and currency of this policy and where appropriate, may establish measurable objectives and additional strategies from time to time, to meet the spirit and intent of the Policy.

The Board will include in the Company's Annual Report each year details (if any) of measurable objectives for achieving gender diversity as set by the Board, progress against achieving the set objectives and will disclose the proportion of women employees in the whole organization, at senior management and Board level.

### **Conclusion**

If there is any doubt as to the application of this Policy or in the case of suspected violation of this Policy, the matter should be referred to the Company Secretary. Senior Executives and Directors should contact the Chairman.

This policy is to be reviewed annually.