

TERRAMIN AUSTRALIA LIMITED

DIVERSITY & EQUAL OPPORTUNITY POLICY

PURPOSE AND SCOPE

The purpose of this Policy is to document Terramin's commitment to diversity. Terramin recognises the benefits of employing a diverse range of people based on merit, qualifications, aptitudes, skills, knowledge and potential.

Terramin strives to value and recognise each individual's contribution and strengths regardless of gender, ethnicity, colour, age, race, religious belief, national origin, sexual orientation, marital status, disability, trade union activity or any other status protected by law.

Terramin 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.

RESPONSIBILITIES

Terramin is committed to support diversity and equal opportunity in the workplace.

Terramin expects everyone to take their obligations seriously and conduct themselves in an appropriate, respectful manner in accordance with the Company's values of Safety and Environment, Teamwork, Recognition, Integrity, Vision and Excellence.

The Terramin Board and management team are responsible for developing policy and monitoring diversity and equal opportunity in our workforce through:

- setting and disclosing measurable objectives for building diversity, including the proportion of women employed by the Company;
- ensuring that the Company has attraction, recruitment and selection policies and working arrangements that encourage applicants and employees of all backgrounds to apply;
- offering all employees the opportunity to achieve their potential;
- promoting a culture of respect and inclusion; and
- ensuring Terramin policies and procedures uphold equal opportunity and discrimination legislation.



DIVERSITY OBJECTIVES

Objective	Responsibility	Status/ Target date
1. Establish responsibility at Board level and amend the Nominations & Remuneration Committee Charter to incorporate diversity as one of its objectives	Chair of Nomination & Remuneration Committee	Completed
2. Appoint a member of the executive management group with responsibility for diversity	CEO	Completed
3. Publish the Company Diversity Policy on the Terramin website	Company Secretary	Completed
4. Implement development and career planning as an integral part of employees annual Performance Appraisal Plan	Managers	On-going
5. Update Company policy and procedures to reflect the Company's commitment to diversity	Company Secretary/ Chair of Nomination & Remuneration Committee	Regular review
6. Conduct annual review of objectives and monitor progress against them	Company Secretary/ Chair of Nomination & Remuneration Committee	Annual review

