

Diversity Policy

Karratha Metals Group Ltd
ACN 000 738 885



Introduction

The Board of Karratha Metals Group Ltd (**Company**) is committed to workplace diversity. The Company recognises the benefits arising from diversity and seeks to attract individuals who strive for excellence and embrace the Code of Conduct.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

Objectives

The objective of this Diversity Policy is to provide a framework for the Company to achieve:

- A diverse and skilled workforce, leading to continuous improvement in achieving corporate goals;
- A workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- Improved employment and career development opportunities for women;
- A work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- Awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

Strategies

The Company's diversity strategies include:

- Recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- Developing a culture which takes account of domestic responsibilities of employees; and
- Any other strategies the Board develops from time to time.

Performance Evaluation

Please refer to the Company's Performance Evaluation Policy for details on the performance evaluation of the Board.

Review of Policy

The Board shall review this Policy as required.

This Policy was approved by the Board of the Company on 31 October 2018.