

METAROCK GROUP DIVERSITY POLICY

This policy applies to Metarock Group Limited and all its related subsidiaries.

Purpose:

Metarock is focused on workplace diversity in consideration of gender, age, ethnicity and cultural background. This policy defines the organisation's diversity initiatives that are designed to promote a corporate culture which embraces diversity. The organisation is committed to providing a respectful environment where employees and others in the workplace are treated fairly and all decisions are based on merit.

Company Commitment:

The Board is committed to promoting ways in which diversity can assist the organisation to meet its strategic goals. The context of the Board's focus encompasses women in leadership, women in non-traditional trades, age diversity and nationality and cultural diversity.

The organisation's commitment to diversity is prescribed in the *Bullying, Discrimination and Diversity Procedure* which promotes work relationships and opportunities that are equitable and fair. This procedure applies to employees, agents and contractors of the organisation and extends to all functions and places that are work related.

Benefits:

The Board appreciates an organisation's success and competitiveness depends upon its ability to embrace diversity and realise benefits such as:

Increased adaptability

Employees from diverse backgrounds bring individual capacities and experiences to offer flexible approaches to adapt to fluctuating markets and customer demands.

Increased labour pool

Overseas trained staff and skilled staff from non-traditional and non-mining backgrounds.

Improved efficiency and retention

Companies that encourage workplace diversity provide opportunities for all staff to achieve their full potential, therefore increasing productivity and retention.

Broader service range

A diverse collection of skills including language and cultural awareness, allows an organisation to service customers on a global basis.

Selection and Appointment of Directors and Employees:

Board members

Board members drive the organisation's culture and strategy by providing broad and varied perspectives. Each member has a unique skill set developed by past experiences. The range of skills and attributes that should be sought for representation includes:

- Corporate experience;
- Risk management experience;
- Financial and accounting experience;
- Leadership experience;
- Interpersonal skills;
- Educational experience; and,
- Legal experience.

Importantly, consideration should be given to the gender, age and cultural balance of the Board. The Board Charter defines the Board composition and tenure.

Candidates are selected from a diverse pool by means of referrals and candidates sourced by an independent professional search firm.

The Remuneration and Nomination Committee shall assess all potential candidates against a Board approved selection criteria that considers integrity, skills, qualifications, experience, personal qualities, fitness and propriety and community standing. The Committee considers whether a candidate's diversity attributes, skills, and experience will complement the existing Board (and if the candidate has sufficient time available to commit themselves to their responsibilities).

Employees

Employees are appointed in accordance with the organisation's *Recruitment Procedure* that defines a considered advertising, interview, selection and induction process. The organisation is committed to ensuring that recruitment and selection decisions are based on the principle of merit and a person's skills and qualifications regardless of their age, gender, nationality or cultural background.

Improving diversity is an ongoing commitment supported by an inclusive workplace culture and programs and initiatives that remove barriers and provide opportunity for rewarding career pathways.

Programs and Initiatives:

The organisation supports a number of programs and initiatives to assist with enhancing diversity such as:

Industry Engagement and Networking

- Annual reporting and compliance with the Workplace Gender Equality Agency (WGEA).
- Providing targeted networking opportunities to employees.
- Supporting women in non-traditional roles initiatives.
- Inexperienced Mineworker programs (including programs focussed on the engagement of Female Cleanskins).

Mentoring

- Supporting inter-generational mentoring for knowledge transfer, development, and succession planning.
- Mentoring for women working on site in a non-traditional sector.

Equal Opportunity & Diversity Consultation

- Consultation with employees representing all divisions of the business.

Workforce Development

- To develop skills and experiences to prepare targeted employees for succession.

Study program

- Providing employees with reimbursement for course costs and an option to undertake study and assessments by means of flexible arrangements.

Social Media Approach

- Providing relevant workplace equity messages via our social media platforms to reach our employees, suppliers, subcontractors and clients.

Measured Objectives:

The Board's commitment to workplace diversity, the programs and initiatives, shall be measured and reported annually in the Company's Annual Report.

Responsibility:

The General Manager People will advise the Board in relation to diversity matters and act as the liaison between the Board, management and employees on matters including:

- Developing diversity initiatives and programs
- Reporting on measured objectives

Jeffrey Whiteman
Managing Director